

Date: 25th May 2023

To, Manager - Department of Corporate Services BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001 Scrip Code: 523694	To, The Manager - Listing Department, The National Stock Exchange of India Limited Exchange Plaza, Plot No. C/1, Block G, Bandra - Kurla Complex, Bandra (East), Mumbai - 400 051 Symbol: APCOTEXIND
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Sub: Business Responsibility and Sustainability Report

Dear Sir/Madam,

In compliance with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report of the Company for the financial year 2022-23.

The said report is available on the website of the Company i.e. www.apcotex.com

This is for your information and records.

Thanking you,

For Apcotex Industries Limited

Jeevan Mondkar
Company Secretary & Head - Legal

REGISTERED OFFICE

49-53, 3rd Floor, Mahavir Centre
Sector-17, Vashi, Navi Mumbai 400703
Maharashtra, India
T: + 91 22 2777 0800

CORPORATE OFFICE

NKM International House, 178, Backbay
Reclamation, Babubhai M. Chinai Marg
Mumbai 400020, India
T: + 91 22 2283 8302/04

TALOJA FACTORY

Plot No. 3/1, MIDC Industrial Area
Taloja, Dist. Raigad 410208
Maharashtra, India
T: + 91 22 2740 3500

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L99999MH1986PLC039199
2	Name of the Listed Entity	Apcotex Industries Limited
3	Year of incorporation	1986
4	Registered office address	49-53, Mahavir Centre, Plot no. 77, Sector 17, Vashi, Navi Mumbai - 400703
5	Corporate address	NKM International House, 178, Backbay Reclamation, Babubhai M. Chinai Marg, Mumbai - 400020, India
6	E-mail	redressal@apcotex.com
7	Telephone	022-27770800
8	Website	www.apcotex.com
9	Financial year for which reporting is being done	FY 2022-23
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Limited
11	Paid-up Capital	₹ 1,036.90 Lakhs
Contact Person		
12	Name of the Person	Ravishankar Sharma Sachin J Karwa
	Telephone	+91-22 27770800
	Email address	redressal@apcotex.com
Reporting Boundary		
13	Type of Reporting	Standalone

II. Product/Services

14	Details of business activities	S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
		1	Manufacturing	Manufacturing of synthetic rubber and lattices	100%

15	Products/Services sold by the entity	S. No.	Product/Service	NIC Code	% of Total Turnover contributed
		1	Manufacture of Synthetic Rubber	20132	42%
		2	Manufacture of other products or preparations of kind used in the textile, paper, leather and the like industries	20297	58%

III. Operations

16	Number of locations where plants and/or operations/ offices of the entity are situated:	Location	Number of plants	Number of offices	Total
		National	2	2	4
		International	0	0	0

17	Market served by the entity	Locations	Numbers
	No. of Locations	National (No. of States)	28
		International (No. of Countries)	45
	What is the contribution of exports as a percentage of the total turnover of the entity?	21%	
A brief on types of customers	<p>Our customers are manufacturers of downstream products derived from synthetic latex and synthetic rubber.</p> <ul style="list-style-type: none"> Synthetic latex products are used by manufacturers engaged in activities of tyre cord dipping, paper and paperboard coating, carpet backing, concrete modification/water proofing, non-woven, textile finishing, paints, gloves, etc. Synthetic rubber is used by manufacturers of footwear, automotive components, rice rolls, moulded items, v-belts, conveyor belts, hoses, etc. 		

V. 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)
Employees and workers (including differently abled)						
Employees						
1	Permanent (D)	359	345	96%	14	4%
2	Other than Permanent (E)	15	13	87%	2	13%
3	Total Employees (D+E)	374	358	96%	16	4%
Workers						
4	Permanent (F)	194	194	100%	0	NA
5	Other than Permanent (G)	665	665	100%	0	NA
6	Total Workers (F+G)	859	859	100%	0	NA
Differently abled employees and workers						
Employees						
7	Permanent (D)	1	1	100%	0	NA
8	Other than Permanent (E)	0	0	NA	0	NA
9	Total Employees (D+E)	1	1	100%	0	NA
Workers						
10	Permanent (F)	1	1	100%	0	NA
11	Other than Permanent (G)	0	0	NA	0	NA
12	Total Workers (F+G)	1	1	100%	0	NA

19 Participation/Inclusion/Representation of women

Sr. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	9	1	11%
2	Key Management Personnel [Excluding EDs]	2	0	0%

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

Category	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.2%	0.07%	7%	7%	0%	7	6%	0	6%
Permanent Workers	0	0	0	0	0	0	0	0	0

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

21	Names of holding / subsidiary / associate companies / joint ventures	Not Applicable
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VI. CSR Details

22	a. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	Turnover (in ₹)	INR 1,07,992.88 Lakhs
	Net worth (in ₹)	INR 47,601.31 Lakhs

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 FY			FY 2021-22 Previous FY		
					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	Currently, we are in the process of updating our grievance redressal policy and mechanism	0	0	NA	0	0	NA
		Investors (other than shareholders)	Yes		0	0	NA	0	0	NA
		Shareholders	Yes		15	0	NA	23	0	NA
		Employees and workers	Yes		0	0	NA	0	0	NA
		Customers	Yes		0	0	NA	0	0	NA
		Value Chain Partners	Yes		0	0	NA	0	0	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)
		Water Stewardship	Risk	Our operations are in Maharashtra and Gujarat which fall under water stressed regions as per WRI Water Risk Assessment. Water is an integral part of our products and is needed as utility in our operations. Therefore, water scarcity is a risk for our business	We have worked towards achieving water efficiency in our operations. We have established zero-liquid discharge system at Valia to maximize recycling and reuse of water.	Negative impact due to expenditure on building zero-liquid discharge system at Valia plant
		Occupational Health and Safety	Risk	Our operations include working with heavy machinery and hazardous chemicals. These conditions pre-dispose employees towards safety hazards.	<p>We have adopted a structured programme to achieve goal of no-harm workplace. The focus of this programme is on behavior-based safety, asset integrity, and automation.</p> <p>All employees and contractors are trained on safety. They are provided with adequate protective gears.</p> <p>We conduct annual health examinations of all employees to identify occupational illnesses and treat them adequately.</p>	Negative impact due to training cost and capex on automation and asset management.
		Ethical Business Conduct	Risk	Due to multi-stakeholder and multi-geography operations, the company is exposed to risks of corruption, conflict of interest, and other unethical practices. Any such event can substantially harm Company's reputation.	<p>All our directors, KMPs, and employees are trained on ethical business practices. The Company has instituted robust systems and processes to conduct its business in an ethical and fair manner.</p> <p>We take annual independence declaration from directors and KMPs to ensure non conflict of interest.</p>	Positive impact due to good reputation with customers.

		Regulatory Compliance	Risk	External regulatory environment is dynamic. Due to multi-geography operations, variety of regulations are applicable on our operations. Any violations can result in substantial impact on the business.	We have adopted a compliance tool which tracks all applicable compliances and helps in ensuring adherence with the same.	Negative impact due to cost incurred on tracking and managing compliances through the software tool.
		Climate Change and Energy Management	Risk	Climate change poses physical and transitional risk on business. Furthermore, due to resource scarcity the cost of fossil fuel is expected to increase.	The Company has adopted several process improvement and energy efficiency initiatives. Furthermore, we are focusing on increasing share of renewables into total energy mix.	Negative impact in short run due to capex involved, positive impact in long-run due to energy security and lower opex.
		Local Community Engagement	Opportunity	The nature of the Company creates a major impact on the surrounding environment and the local communities making it one of the crucial topics for the Company. Local community engagement helps the Company to build trust in the community and avoid conflicts.	We engage with local communities near our areas of operation in Gujarat and Maharashtra on a regular basis to understand their expectations and concerns. We also contribute through CSR in our local communities	Positive impact due to goodwill and reputation.
		Materials	Opportunity	The Company's major raw materials are sourced from the crude oil value chain. Risk to oil & gas sector due to climate change can affect our supply chain and business.	We have focused on increasing yield and achieving material efficiency. The Company is also partnering with other organizations to conduct research on bio-materials to create long terms options away from fossil fuels	Positive impact due to higher yield in the short run and positive in the long-run if we are successful in derisking from crude oil.
		Product Stewardship	Opportunity	With technological advances product quality and safety can be enhanced. It helps in minimizing lifecycle impact of products.	We have implemented TPM at our operating sites. We have adhered with the standards prescribed by Responsible Care.	Positive impact due to better plant management, excellent customer service and enhancing strategic relationships.
		Human Capital Management	Opportunity	Due to the demographic dividend, India has a large pool of talented workforce. It provides an opportunity for business to scale-up and expand.	We engage with employees through several initiatives to keep them motivated. We focus on building a great place to work with an inclusive culture. We have planned to conduct employee engagement surveys on periodic basis.	Positive impact due to higher productivity.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The Company is committed to operate in responsible manner as prescribed by the National Guidelines on Responsible Business Conduct (NGRBC). The nine principles are listed below:

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

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				
	b. Has the policy been approved by the Board? (Yes/No)					Yes				
	c. Web Link of the Policies, if available.	https://apcotex.com/uploads/documents//NDMxNzcx-23-12-22.pdf								
2	Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3	Do the enlisted policies extend to your value chain partners? (Yes/No)					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.	<ul style="list-style-type: none"> • P2: Responsible Care • P-3: ISO 45001:2018 • P-6: ISO 14001:2015 								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	During FY 2021-22, we formulated an enterprise-level sustainability strategy and have adopted various qualitative and quantitative targets.								
6	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	<p>The Company will be reporting progress on those targets in upcoming years. Details of our targets are described below:</p> <ul style="list-style-type: none"> • 100% coverage of directors, KMPs, and employees under training on ESG • 3% year-on-year reduction in energy consumption till the year 2030 • Reduction on GHG (scope 1 and 2) emission by 25% by the FY 2032 from baseline of the FY 2022 • Screening of all suppliers on ESG criteria • 100% diversion of incinerable hazardous waste from landfill. 								

Governance, leadership, and oversight

7	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements:</p> <p>Apcotex believes that moving towards environmentally friendly processes and products is imperative. We have recently embarked on our ESG journey and over the next 10 years set short, medium, and long-term targets on several KPIs such as increasing green energy consumption at our plants, reducing hazardous waste, reducing energy consumption/MT, reducing water consumption/MT, planting trees at our plant sites, etc. We will also work with our vendors and customers to reduce GHG emissions across the supply chain. We have always believed in giving back to society even before CSR became the norm. Over the last 3 years, the Company has undertaken several strategic projects in healthcare and education. These projects are in the areas surrounding our factories and offices. For example, the Company is working with Edelgive Foundation, Mumbai and NGO Utthan to conduct strategic, long-term CSR activities in water and sanitation around its Valia plant in Gujarat.</p>	
8	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/ies.</p>	<p>The Managing Director, Executive Director, Chief Financial Officer, and Company Secretary are jointly and severally responsible for implementing the Business Responsibility Policy. The Executive Director and Chief Financial Officer are the Heads of Business Responsibility Committee and will oversee the implementation of the Policy</p>
9	<p>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.</p>	<p>Yes. The Company has established ESG steering committee for decision making on sustainability related issues. This committee is led by ED and CFO. Other SMPs participate on the management of ESG aspects on need-basis.</p>

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes									Annually								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	No	No	No	No	No	No	No	No	No
	The Company has not carried out independent assessment/evaluation of the working of its policies by an external agency. We have developed plans to get third-party evaluation of our BRR Policy with effect from FY 2024.																	

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	Code of Conduct, Business Ethics, Corporate Governance, Information Security	100%
Key Management Personnel	2	Ethical business conduct, Fire & Safety Awareness, Medical Counselling, Cyber Security, POSH	100%
Employees other than BODs and KMPs	4	Fire & Safety Awareness, First Aid, Medical Counselling, Cyber Security, Ethical business conduct, POSH	100%
Workers	Continuous training	Fire & Safety Awareness, First Aid, Medical Counselling, POSH	100%

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 INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine		 Bonds Beyond Chemistry NIL			
Settlement					
Compounding fee					

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		
Punishment				

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NIL	

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 Business Responsibility Policy / HR Policy through which it endeavors to protect / prevent practices that are abusive, corrupt, or anti-competition.

Web-link: <https://apcotex.com/uploads/documents//NDMxNzcx-23-12-22.pdf>

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

Category	FY 23 (Current FY)	FY 22 (Previous FY)
KMPs	NIL	
Employees		
Workers		

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

Topic	FY 23 (Current FY)		FY 22 (Previous FY)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Not Applicable			
Number of complaints received in relation to issues of Conflict of Interest of KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

LEADERSHIP INDICATORS

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in value chain covered by the awareness programmes
2	Product quality and safety	NA

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 has processes in place to avoid/manage conflict of interest involving members of the Board. The Code of Conduct for Board Members and Senior Management Person clearly elucidates the clauses on conflict of interest and highlights the disclosure mechanism of the same to the Board/Chairman/Managing Director /Whole-Time Director. The Company takes independence declaration from the Independent Directors on annual basis.

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.

Type	Current Financial Year	Previous Financial Year	Details of improvement in social and environmental aspects
R&D	100%	100%	<ul style="list-style-type: none"> Yield improvement Waste reduction Energy conservation Product quality and safety
CAPEX	100%	100%	<ul style="list-style-type: none"> Energy conservation Air emission reduction Zero liquid discharge

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?

The Company has adopted sustainable procurement practices which includes suppliers code of conduct and screening and assessment of new and existing suppliers on ESG criteria.

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

2%-3% Approx.

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 does not reclaim any products for reusing, recycling, and disposing at the end of life. Considering our nature of business, reclamation of products from customers and consumers after useful life is not material and feasible. Furthermore, reclaiming packaging materials from customers has operational challenges due to diverse industries. We encourage our customers to recycle packaging materials. The Company does dispose e-waste to authorized vendors and continues to work to find useful applications for the hazardous waste and other waste products that are either incinerated or used in landfills.

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.

We are compliant with EPR Regulation and registered with CPCB. Details of EPR registration are provided below:

• Taloja:2023042508544822699

• Valia:2023042708544823314

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?

The Company has not conducted Life Cycle Assessment for any of its products. The Company has identified top products for undertaking life-cycle impact assessment study. This exercise should be completed in next three years.

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

ESSENTIAL INDICATORS

1A. 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	345	345	100%	345	100%	NA	NA	0	0%	0	0%
Female	14	14	100%	14	100%	14	100%	NA	NA	14	100%
Total	359	359	100%	359	100%	14	3.9%	0	0%	14	3.9%
Other than Permanent Employees											
Male	13	13	100%	13	100%	NA	NA	0	0%	0	0%
Female	2	2	100%	2	100%	2	100%	NA	NA	2	100%
Total	15	15	100%	15	100%	2	13%	0	0%	2	13%

1B. 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	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Workers											
Male	194	194	100%	194	100%	NA	NA	0	0%	0	0%
Female	0	0	NA	0	NA	0	NA	NA	NA	NA	NA
Total	194	194	100%	194	100%	0	NA	0	0%	0	0%
Other than Permanent Workers											
Male	665	665	100%	665	100%	NA	NA	0	0%	0	0%
Female	0	0	NA	0	NA	0	NA	NA	NA	NA	NA
Total	665	665	100%	665	100%	0	NA	0	0%	0	0%

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

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	96%	100%	YES	96%	100%	YES
2	Gratuity	96%	25%	YES	96%	25%	YES
3	ESI	6%	78%	YES	6%	78%	YES

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

Yes, the Company is committed to the well-being of people with special needs. Our sites have accessibility features such as ramps, wheelchair and toilets for people with special needs. The Company is in the process of enhancing these facilities at all locations.

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 is an equal opportunity employer and does not discriminate on grounds of gender, race, religion, caste, creed, ethnicity, disability, etc. The Company is in process of developing a policy to respect in accordance with the Rights of Persons with Disabilities Act, 2016.

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
Total	NA	NA	NA	NA

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.

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	Designated workmen committee has been established at Taloja and Valia Plants to address the grievances of the workers.
Other than Permanent Workers	Yes	The grievances are raised with respective contractors which is escalated to HR department, which is further thoroughly investigated by the department and resolved
Permanent Employees	Yes	The grievances are raised to respective managers and HR department, which is further thoroughly investigated by the department and resolved.
Other than Permanent Employees	Yes	The grievances are raised to respective managers and HR department, which is further thoroughly investigated by the department and resolved.

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	345	0	0%	323	0	0%
Female	14	0	0%	10	0	NA
Others	0	0	NA	0	0	NA
Total	359	0	0%	333	0	0%
Permanent Workers						
Male	194	194	100%	189	189	100%
Female	0	NA	NA	0	0	NA
Others	0	NA	NA	0	0	NA
Total	194	194	100%	189	189	100%

*The Company respects the rights of employees and workers to form unions and associations and prescribe to membership of any trade union or equivalent body.

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 (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	%(F/D)
Permanent Employees										
Male	345	345	100%	345	100%	323	290	90%	290	90%
Female	14	14	100%	14	100%	10	9	90%	9	90%
Total	359	359	100%	359	100%	333	299	90%	299	90%
Permanent Workers										
Male	194	194	100%	194	100%	189	189	100%	189	100%
Female	0	0	NA	0	NA	0	0	NA	0	NA
Total	194	194	100%	194	100%	189	189	100%	189	100%

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

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 had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Permanent Employees						
Male	345	345	100%	323	323	100%
Female	14	14	100%	10	10	100%
Total	359	359	100%	333	333	100%
Permanent Workers						
Male	194	194	100%	189	189	100%
Female	0	0	NA	0	0	NA
Total	194	194	100%	189	189	100%

10. Health and Safety Management System:

The Company has established a Health and Safety Management System at both the plants and is conducting regular audits for ensuring the effectiveness of the systems. The Company encourages active participation of all employees in HSE related activities e.g., Safety committee meetings, Hazard's identification, incident Investigations etc. The Company is providing the regular awareness for handling of chemicals and providing the appropriate PPEs to all the employees. The Company has conducted root caused analysis for all the incidents at the sites and corrective actions are implemented for elimination of the root causes. Occupational Health centre is available with visiting factory medical officer and 24x7 availability of paramedical staff. A fully equipped ambulance is available 24x7 with driver for emergency. The pre-employment and periodic health check-up is conducted for all the employees including contract employees. The outputs of the medical check-ups are being analysed for identification of abnormalities in the health of the employees. The Company maintains the data related to sickness and occupational diseases, analysed by the HSE department.

a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) What is the coverage of such system?	Yes, the Company has implemented an occupational health and safety management system (OHSMS) across its plants. The OHSMS of the Company covers the physical boundaries of both its plants and all employees, contractors, and visitors. The Company has implemented ISO 45001:2018 across its operations.
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Valia: Qualitative Risk Assessment has been carried out by the third-party agency. It includes HAZOP and HIRA for existing products to check robustness of the process. Taloja: The Company has carried out HAZOP studies, job safety analysis for identification of the work-related hazards, monitoring of the air quality monitoring and other parameters monitoring, review of Material Safety Data Sheet (MSDS) and Safety Data Sheet, technical information, process review, medical surveillance, review of the daily OPD records, and incident records.
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, the Company provides access to non-occupational medical and healthcare services for all its employees/workers.

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	0.9
	Workers	0	3
Total recordable work-related injuries	Employees	0	0
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	0	1
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

Valia:

- Engineering control provided in process areas like interlocks, safety relief valve, rupture disc provided on critical operation, assessment carried out of above ground and underground solvent tank farm.
- Scrubber provided to CPP plant to control the gas emission.
- Fire extinguishers, fire hydrant system, smoke detector and fire alarm provided in critical areas.
- EHS induction Training is mandatory for all the Company and contractor employees.
- Training provided to all contractor workers & Company employees on different topics like emergency preparedness, basic fire and safety, safe operation etc.
- Hazop study carried out by third-party to assess the hazards for new process and product, also HAZOP study carried out by third party for various products and their stages.
- Safety signage provided in vernacular language.
- EHS policy displayed in vernacular language at main gate, which is signed by CMD.
- PPEs provided to all Company and contractor workers like helmet, safety shoes, safety goggles, and other PPEs as per operation requirement.

Taloja:

The EHS department regularly conducts safety audits, safety rounds and safety surveys for identification of the workplace hazards and risk. Each department has established system for identification of hazards and associated risks for each activity and implemented controls for eliminating or reducing the hazards. The Company has adopted the hierarchy of elimination, substitution, engineering, administration and providing PPE while implementing the Operational controls department conducts regular monitoring of the air quality, illumination and implementing corrective actions for abnormal results. The Company has established system for reporting of the incidents (Including first aid cases, near miss incidents and unsafe conditions) which are investigated for root cause. Regular trainings are provided for the workers/employees regarding the material handling, use of pre-scheduling of emergencies.

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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

Topic	% 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.

- Mandatory EHS induction training is conducted for all the Company and contractor employees.
- Training provided to all contractor workers & Company employees on different topics like emergency preparedness, basic fire and safety, safe operation etc.
- HAZOP Study carried out by third-party to assess the hazards.
- All the rotating equipment is guarded.
- Safety signage provided in vernacular language.
- EHS policy displayed in vernacular language at main gate, which is signed by CMD.

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).

Employees (Yes/No): Life insurance coverage has been provided to all employees as per Gratuity Act, 1972. In addition, the Company has a benevolent fund. In event of death of an employee, family is provided with financial support through this fund. We are in the process of exploring coverage for all employees under term insurance policy

Workers (Yes/No): Yes, for both plants insurance is provided as per Workmen Compensation Act, 1923.

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

Yes, internal audits are conducted to ensure that statutory liabilities are deducted and deposited by our contractors.

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	
	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Employees	0	0	0	0
Workers	0	1	0	0

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).

Yes, general counselling is provided to the employees during retirement in terms of employability after retirement.

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	100%
Working Conditions	100%

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.

The Company has a structured supply chain sustainability program comprising elements of supplier code of conduct, supplier screening on ESG criteria, and supplier engagement on ESG. We have two quality meets every year which is attended by select suppliers and customers. Aspects such as product safety, quality, EHS, etc., are deliberated during this meet.

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

ESSENTIAL INDICATORS

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

The Company defines stakeholders as an individual, group of individual, entity, authority, body, or organization, those are affected by operations of our business or/and have an impact on our business.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Providers of capital	No	Email, Newspaper, Website, Letters, Submission of Data to Stock Exchanges	<ul style="list-style-type: none"> • Quarterly : Earnings call • Annually : AGM As and when required- Analyst calls, investor presentations 	<ul style="list-style-type: none"> • Statutory dissemination of information • Feedback on our performance and business model • Understand expectation and concerns • Other matters of significance
Employees	No	Email, personal meetings, Intranet, notice board	Continuous	<ul style="list-style-type: none"> • Understand expectation and concerns • Performance management and Career Planning • Learning and Development • Workplace safety • Ethical business conduct • Other matters of significance
Vendors/Suppliers	No	Email, personal meetings, website	Need basis	<ul style="list-style-type: none"> • Contract negotiations • Evaluation at the time of on-boarding • Feedback on supplies and services • Other matters of significance
Customers	No	Email, website, personal meetings	Need basis	<ul style="list-style-type: none"> • Contract negotiations • Customer satisfaction survey • Other matters of significance
Community	Yes	Through site CSR committee meetings, direct engagement	Monthly & need basis	<ul style="list-style-type: none"> • Local developmental needs • Understanding concerns and expectations • Feedback on ongoing projects • Other matters of significance

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 Board interacts with senior leadership on ESG aspects. The senior leadership team is delegated with the responsibility to interact with internal and external stakeholders on various ESG aspects.

- 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, stakeholders' consultation is used to support the identification and management of environmental and social topics. A comprehensive stakeholder consultation was conducted during the materiality assessment exercise. Qualitative and quantitative information was collected from several stakeholders to identify significant ESG topics those have critical impact on the business.

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

Details of our interactions with and support to the local communities are provided below:

- A. The Company is working with EdelGive Foundation, Mumbai, who assisted the Company in the selection of NGOs and to recommend, implement and oversee the CSR activities. One of the strategic projects that EdelGive and the Company are working on is with an NGO called Utthan who is carrying out strategic, long-term CSR activities around our Valia Plant, Dist. Bharuch, Gujarat. Village Dungri and Naldhari surrounding the Valia plant have been covered in this project. A strategic plan was made to utilize the CSR funds for Water and Sanitation activities which included building water sources, toilets and several training and health & hygiene awareness sessions. The Company has supported for Total amount spent between 2019 to 2023 is around ₹ 166.61 Lakhs.
- B. The Company has supported Collaborators for Transforming Education Program of Edelgive Foundation to enhance learning outcomes of children, building stakeholders' capacities and engineering process improvements and community engagement for strengthening demand for quality education. The Collaborators programme has been recognized as Public Private Partnership (PPP) in Maharashtra and has earned the Government of India's recognition for being among the best practices in CSR.
- C. Through Catalysts for Social Action, the Company provided support to children & youths at 3 Child Care institution (CCI) in Navi Mumbai, by providing necessities in the areas of hygiene & sanitation, safe living spaces for children, improving developmental aspects around education, aftercare initiatives for 18 plus year-olds, vocational training & mentoring support and building the capacity of CCI management & staff for sustained outcomes. The CCI's supported were as below:
CCI 1-Rays of Hope –Kharghar, Navi Mumbai
CCI 2-Swapnalaya-Panvel, Navi Mumbai
CCI 3-Panchdeep–Panvel, Navi Mumbai.
- D. The Company worked with Deepak Foundation at Taloja, Navi Mumbai for providing Skills training (classroom & practical) of Facility Management & Services/Housekeeping Cum Cooking Services to 76 youths in 4 batches. The training was given to candidates who had passed 8th standard at primary school level. Out of 76 youths, 48 trainees have secured employment or have opted for self-employment. A fund of ₹ 8 lakhs were released for the same.
- E. The Company provided ₹ 14 Lakhs to Secondary School Education (Standards 5 to 7 in the academic year 2022-23) at Seva Sadan Society's English Medium School through Seva Sadan Society for 61 students. To improve the academic progress remedial teaching that is one-on-one teaching to the identified students is provided after school hours. Enrollment of Education Consultant, new recruitment of teachers, introduction of library period are few steps undertaken to provide quality education.
- F. The Company has contributed to constructing canteen building at Vedic school - Bhagwan Yagnyavalkar Ved Tatvagyan Yogashram Trust, Sabarkantha, Gujarat.
- G. As a part of the agreement with Bombay International School Association (BISA), Mumbai, the Company released ₹ 5.00 lakhs to provide 50% of financial aid towards education of 4 children per year from economically weaker sections of the Society.
- H. The Company has contributed for the fencing of Ghora village Aganwari building at Gujarat. The fencing has been done by iron rods.
- I. The Company has contributed to Jai Vakeel Foundation & Research Centre which serves children & adults with Intellectual & Developmental Disabilities (IDD) by aiding in education/healthcare/skill development.
- J. To protect, educate and empower disadvantaged girls and women the Company has contributed to Seva Sadan society via West Wind Society.

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 202-23 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	359	359	100%	333	333	100%
Other than permanent	15	15	100%	26	26	100%
Total Employees	374	374	100%	359	359	100%
Workers						
Permanent	194	194	100%	189	189	100%
Other than permanent	665	665	100%	589	589	100%
Total Workers	859	859	100%	778	778	100%

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	345	0	0	345	100%	323	0	0%	323	100%
Female	14	0	0	14	100%	10	0	0%	10	100%
Other than Permanent										
Male	13	0	0	13	100%	24	0	0%	24	100%
Female	2	0	0	2	100%	2	0	0%	2	100%
Workers										
Permanent										
Male	194	0	0	194	100%	189	0	0%	189	100%
Female	0	0	0	0	NA	0	0	NA	0	NA
Other than Permanent										
Male	665	0	0	665	100%	589	0	0%	589	100%
Female	0	0	0	0	NA	0	0	NA	0	NA

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

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	6*	9,50,000	1	8,60,000
Key Managerial Personnel	4	78,26,100	0	NA
Employees other than BoD and KMP	341	4,81,800	14	4,17,500
Workers	194	6,07,443	0	NA

*Total Board strength is 9, however, 2 executive directors are KMPs. Therefore, they have been included under KMPs and not Board to avoid double counting

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.

Chief Human Resources Officer is entrusted with the responsibility to receive and dispose of all cases related to human rights violation. All such complaints are either made directly to CHRO or forwarded through appropriate channels. The identity of complainant is kept confidential to promote reporting of such cases.

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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

We have Internal Complaints Committee established in accordance with Preventions of Sexual Harassment at Workplace Act. All cases of sexual harassment are forwarded to this committee. Furthermore, whistle blower protection mechanism can also be leveraged to file any cases of discrimination and harassment.

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

Yes, the human rights requirements form part of the Company's business agreements and contracts.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Regular factory inspections are conducted by the Company to ensure there is no child labour, involuntary labour, and discrimination.

LEADERSHIP INDICATORS

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

The Company has not received any grievances/complaints of human rights.

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

The Company has not conducted any Human Rights due diligence during the reporting period..

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

Yes, the premises of the entity are accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016. The Company has provision of accessibility features such as ramps, wheelchairs, toilets, etc as required.

4. Details on assessment of value chain partners:

The Company conducts supplier audits on aspects including health, safety, forced labour, child labour, product quality, etc. During the reporting period, Nine suppliers were audited on these aspects.

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

The Company has not identified any significant risks/concerns.

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

LEADERSHIP INDICATORS

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

Parameter	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Total electricity consumption (A) (GJ)	40,294	34,745
Total fuel consumption (B) (GJ)	6,62,572	5,68,529
Energy consumption through other sources (C) (GJ)	5,574	4,921
Total energy consumption (A+B+C) (GJ)	7,08,440	6,08,195
Energy intensity GJper rupee of turnover (Total energy consumption/turnover in rupees)	0.00006566	0.0000636

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.

We have planned to conduct third-party assessment and assurance in accordance with ISAE 3000/AA1000AS standards with effect from FY 2023-24

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.

The Company has not been identified as Designated Consumer under PAT scheme

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

Parameter	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water*	7,56,188	5,77,942
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	7,56,188	5,77,942
Total volume of water consumption (in kilolitres)	7,11,813	5,37,059
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000659	0.0000561

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

We have planned to conduct third-party assessment and assurance in accordance with ISAE 3000/AA1000AS standards with effect from FY 2023-24.

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

We have installed ZLD infrastructure at Valia plant. The Valia plant operates a ZLD facility during monsoon season in accordance with the regulatory requirements.

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

Parameter	MT	FY 2022-23 (Current FY)
NOx	MT	16
SOx	MT	21
Particulate matter (PM)	MT	25

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.

We have planned to conduct third-party assessment and assurance in accordance with ISAE 3000/AA1000AS standards with effect from FY 2023-24.

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

Parameter	Unit	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	6,29,654	5,37,334
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	8,003	7,624
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e	6,37,657	5,44,958
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	tCO ₂ e/INR	0.0000590	0.0000570

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 :

We have planned to conduct third-party assessment and assurance in accordance with ISAE 3000/AA1000AS standards with effect from FY 2023-24.

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

During FY 2021-22, the Company formulated an enterprise-level sustainability strategy and have adopted various qualitative and quantitative targets to reduce GHG emissions. The details of initiative undertaken are:

Sr. No.	Details	Savings (GJ of Energy)
1	To reduce power consumption by replacing higher efficient pump instead of inefficient pumps In Raw water system Pumps	299.4
2	To replace air compressor with higher efficient compressor with VFD to reduce cost of compressed air system	1539.6
3	To reduce power consumption by replacing higher efficient pump instead of inefficient pumps in Thermax Boiler feed water pumps	14.6
4	Installed IE3 Energy efficient motor at cooling tower pump (G804B)	262.3
5	To reduce power cost by utilization of GEB power (1.25 MVA Transformer) instead of 1000 KVA DG during CPP start up or tripping.	15.1
6	Power distribution modified to reduce power cost by utilization of GEB power instead of Gas Engine power when ask to load reduce on CPP	751.7

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

Parameter	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	8.54	14.60
E-waste (B)	3.04	3.26
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify if any(G)		
(G) 1. ETP Sludge	519.49	783.54
(G) 2. Other Waste	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2,024.00	1,540.00
Total (A+B + C + D + E + F + G+ H)	2,555.07	2,341.40
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	258	278
(ii) Re-used	0	0
(iii) Other recovery operations (Co-processing)	1,823	1,475
Total	2,081	1,753
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	163	167
(ii) Landfilling	403	533
(iii) Other disposal operations	0	0
Total	566	700

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.

a. Plastics (including packaging)	<p>Valia: The waste generated is disposed off through an authorised vendor.</p> <p>Taloja: The raw materials received in drums are converted into bulk supply in tankers, resulting into the reduction of the plastic drum generation. The chemicals having less consumption, are received in drums which are disposed to the authorised agency after decontamination. The plastic waste generated from other sources of packaging is recycled to authorised agency.</p>
b. E-Waste	<p>Valia: The waste generated is disposed off through an authorised vendor.</p> <p>Taloja: The E-waste generated is being disposed to the authorised recycling agency.</p>
c. Hazardous Waste	<p>Valia: The waste generated is disposed off through an authorised vendor.</p> <p>Taloja: The hazardous waste generated is treated at Effluent Treatment Plant (ETP). The hazardous waste generated out of Wastewater treatment is being disposed to Mumbai Waste Management Limited, Taloja. Furthermore, the contaminated clothes, hand gloves, etc are sent to Mumbai Waste Management Ltd for disposal.</p>
d. Other Waste	<p>Valia: The waste generated is disposed off through an authorised vendor.</p> <p>Taloja:</p> <p>a) Used spent oil is recycled through authorised agency</p> <p>b) Paper waste (Non-hazardous waste) is disposed to paper recycler.</p>

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:

Not applicable

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 the Project	Date and EIA Notification Number	Whether Conducted by independent Agency	Results Communicated to Public
Name: Proposed expansion of Synthetic Rubber and Lattices Manufacturing Plant (Valia, Bharuch, Gujarat) Description: In proposed expansion, increase production capacity of Synthetic Rubber from 30,000 MT/Annum to 32000 MT/Annum to fulfil major growth of automobile sector. Additionally, to newly produce Synthetic lattices (dry basis) of capacity 38000 MT/Annum which used in Nitrile Gloves applicable to various applications especially in medical field.	June 2022 EC22A021GJ199495	Yes, EIA has been conducted by Kadam Environmental Consultants	Yes

Relevant Weblink : https://environmentclearance.nic.in/onlineSearchNewrk.aspx?autoid=41982&proposal_no=IA/GJ/IND3/268140/2005&typep=EC

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

Yes, the Company is compliant with applicable environmental laws and regulations.

LEADERSHIP INDICATORS

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

Parameter	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
From renewable sources		
Total electricity consumption (A) GJ	5,574	4,921
Total fuel consumption (B) GJ	0	0
Energy consumption through other sources (C) GJ	0	0
Total energy consumed from renewable sources (A+B+C) GJ	5,574	4,921
From non-renewable sources		
Total electricity consumption (D) GJ	40,294	37,745
Total fuel consumption (E) GJ	6,62,572	5,68,529
Energy consumption through other sources (F) GJ	0	0
Total energy consumed from non-renewable sources (D+E+F) GJ	7,02,866	6,06,274

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.

The Company has not conducted any independent assessment

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of Treatment (Tertiary Treatment)	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment (Tertiary Treatment)	44,375	40,883
Total water discharged (in kilolitres,)	44,375	40,883

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.

The Company has not conducted any independent assessment of non-financial data. We have planned to conduct independent assurance in accordance with ISAE 3000/AA1000AS Standards.

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

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

- Name of the area: Gujarat and Maharashtra, India
- Nature of operations: Chemical Manufacturing
- Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	7,56,188	5,77,942
(iv) Seawater / desalinated water	0	0
Total volume of water withdrawal (in kilolitres)	7,56,188	5,77,942
Total volume of water consumption (in kilolitres)	7,11,813	5,37,059
Water intensity per rupee of turn over (Water consumed / turnover)	0.0000659	0.0000561
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment (Tertiary treatment)	44,375	40,883
Total water discharged (in kilolitres)	44,375	40,883

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.

The Company has not conducted any independent assessment of non-financial data. We have planned to conduct independent assurance in accordance with ISAE 3000/AA1000AS Standards.

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

The Company has not estimated scope-3 GHG emission in the reporting period. The Company plans to do so in next two years.

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.

The Company has not conducted any independent assessment of non-financial data. We have planned to conduct independent assurance in accordance with ISAE 3000/AA1000AS Standards.

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

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:

- Manufacturing Technology: The Company has adopted advanced manufacturing technologies and automation. As a result of such initiatives, yield has improved significantly which has resulted in reduced waste generation.
- Co-generation Power Plant: The Company has installed a Co-generation power plant at the Valia site with a steam recovery system. Co-generation technology has helped in achieving higher efficiency. Stacks connected have ESPs to reduce air emissions.
- Zero-liquid Discharge (ZLD): ZLD system has been installed at Valia site. The site operates as ZLD facility during monsoon period

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

Yes. The Company has identified potential disasters and has developed an appropriate disaster mitigation plan. Furthermore, it has formulated and adopted appropriate Business Continuity and Disaster Resilience Plan (BCP/DR). BCP/DR focuses on the following aspects.

- Major risks considered: Natural disasters, industrial accidents, infectious diseases, social unrest, cyber attacks, and other unforeseen events
- Plans for effective rescue to minimize damage
- Data Continuity: Establishing back-up servers at far location to ensure data continuity and integrity
- Handling of hazardous materials: Safety measures to prevent leakage/spillage of hazardous materials

- Supply Chain: Identification of alternative vendors and logistics routes in case of disruption of supply chain
- Operations: Measures to resume operations at the earliest including provisions for inventory management, resumption of human resources, staggered shifts, work-from-home if needed subject to feasibility, etc

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?

The Company's operations are energy and water intensive and are dependent on crude oil derivatives. Furthermore, raw materials are hazardous in nature. These have potential to cause adverse impacts on the environment. As mitigation strategy, the Company has developed plans to increase share of renewable energy in its energy mix and reuse and recycle waste water wherever possible. The Company have also developed plans to store rainwater for use. We have developed a 70 acre green belt in our Valia plant.

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

The Company has recently developed a structured supply chain sustainability program comprising elements of supplier code of conduct, supplier screening on ESG criteria and supplier engagement on ESG.

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

ESSENTIAL INDICATORS

- a) Number of 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	Bombay Chamber of Commerce and Industry	National
2	Confederation of Industry association	National
3	Indian Chemical Council, etc	National
4	Member of Chemicals and Petrochemicals Manufacturers Association	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

Not applicable

LEADERSHIP INDICATORS

3. Details of public policy positions advocated by the entity

S.no	Public policy advocated	Method resort 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	EXIM Policy of Latex and Synthetic Rubber	Through participation in policy advocacy of CPMA	No	NA	NA

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

ESSENTIAL INDICATORS

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

Not applicable.

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

Not applicable

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

The Company maintains a register at the entrance of its manufacturing site for recording grievances or communications from the community. The visits of the elected representatives from nearby villages, teachers, opinion makers are arranged for understanding the expectations and concerns of the respective stakeholders.

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	7.3%	5.6%
Sourced directly from within the district and neighbouring districts	43.4%	34.9%

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:

Not applicable

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

The Company is in process of revising its procurement policy to include principles of inclusivity and sustainability.

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

The Company follows a transparent and fair process of procurement. MSMEs are preferred on a case-to-case basis.

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

Not applicable

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

Not applicable

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.

Not applicable

6. Details of beneficiaries of CSR Projects.

Sr.no	CSR Projects	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	EdelGive Foundation – Utthan	2,500	100 %
2	Catalysts for Social Action	a) Adopt a Home Project - 107 Children b) Livelihood & Aftercare Support Project - 19 Young Adults	100 %
3	The Society for the Rehabilitation of Crippled Children	The Company has supported for setup of in-house RT-PCR Laboratory	100 %
4	Seva Sadan Society	Funded Secondary School Education (Standards 5 to 7 in the academic year 2022-23) at Seva Sadan Society's English Medium School for 61 students	100 %
5	Deepak Foundation	Training was imparted to 76 youths/women in 4 batches	100 %

6	Bhagwan Yagnyavalkar Ved Tatvagyan Yogashram Trust	All the students/staff of the trust school	100 %
7	Bombay International School Association	Part of tuitions fees & expenses for 4 students	100 %
8	Distribution of Nutrition Kits to TB Patients	Several beneficiaries	100 %
9	The Fencing of Ghora village Anganwari building through iron rods	All the children/staff of Anganwari	100 %
10	Jai Vakeel Foundation & Research Centre	Serves children & adults with Intellectual & Developmental Disabilities (IDD) by aiding in education/healthcare/skill development	100 %
11	West Wind Association - Seva Sadan Society	Protects, educates and empowers disadvantaged girls and women	100%

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

ESSENTIAL INDICATORS

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

- All consumer complaints are received through e-mails which are communicated to QC/ QA dept through mail.
- QC/ QA registers the complaint and does the investigation. After thorough investigation they send the CAPA (Corrective action preventive action) to Sales & marketing department.
- S& M dept communicates the CAPA to the customers & checks the effectiveness of CAPA after 3 continuous supplies. After 3 continuous supplies, if there is no issue, the complaint is closed.

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

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

3. Number of consumer complaints

	FY 2022-23 Current FY		Remarks	FY 2021-22 Previous FY		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Others	60	0	NA	82	0	NA

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

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

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

The Company has a robust information security framework. It covers aspects of data protection and prevention from cyber-attacks. Salient features of the policy are as follows:

- Adoption of end-to-end encryption technology
- Periodic Vulnerability Assessment and Penetration Testing
- Training and capacity building of all directors, KMPs, SMPs, and employees
- Adherence with the norms prescribed by ISO 27001 standards
- Access control mechanisms

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

Not applicable

LEADERSHIP INDICATORS

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

Details of product offerings are provided on our website: www.apcotex.com

We also provide product information in brochures and product catalogues which are provided upon specific requests.

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

The majority of our products are not used by end consumers. We provide relevant product information to our customers through Material Safety Data Sheet (MSDS) and product labels developed in accordance with Globally Harmonized System (GHS).

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

We inform the customers through circulars about force majeure, delay in supplies, etc.

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)

We follow the Globally Harmonized System of product labelling which comprehensively covers all aspects of relevant product information. We regularly engage with customers to understand their expectations, and take feedback on our product quality and service delivery. During this financial year, we have conducted a Customer Survey through an independent agency to better understand our strengths and areas of weaknesses.

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