

Ref: MOL/2023-24/26

June 3, 2023

<b>To</b> <b>National Stock Exchange of India Limited</b> "Exchange Plaza", Bandra-Kurla Complex, Bandra (East) Mumbai 400 051 <b>SYMBOL:- MOL</b>	<b>BSE Limited</b> Floor- 25, P J Tower, Dalal Street, Mumbai 400 001 <b>Scrip Code:- 543331</b>
---	--

Dear Sir/ Madam

**Sub: - Business Responsibility and Sustainability Report for the F.Y. 2022-23**

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclosed herewith the Business Responsibility and Sustainability Report for the F.Y. 2022-23, which forms an integral part of the Annual Report for the F.Y. 2022-23.

The Annual Report for the F. Y. 2022-23 is also available on Company's website at [www.meghmani.com](http://www.meghmani.com)

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

Thanking you.

**Yours faithfully,**  
**For Meghmani Organics Limited**  
(Formerly known as Meghmani Organochem Limited)

**Jayesh Patel**  
**Company Secretary & Compliance Officer**  
ICSI Mem. No: A14898

**Encl: As above**

## Annexure - F

# Business Responsibility and Sustainability Reporting

SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

## SECTION A : GENERAL DISCLOSURES

### I. Details of the listed entity

	Guarantees	Loans
1	Corporate Identity Number (CIN) of the Listed Entity	L24299GJ2019PLC110321
2	Name of the Listed Entity	Meghmani Organics Limited
3	Year of incorporation	15.10.2019
4	Registered office address	1st to 3rd Floor, Meghmani House", Nr.safal Profitaire, Prahlad Nagar, Satellite Ahmedabad-380015
5	Corporate address	As above
6	E-mail	<a href="mailto:ir@meghmani.com">ir@meghmani.com</a>
7	Telephone	91-79-29709600/ 71761000
8	Website	<a href="http://www.meghmani.com">www.meghmani.com</a>
9	Financial year for which reporting is being done	31.03.2023
10	Name of the Stock Exchange(s) where shares are listed	BSE and NSE
11	Paid-up Capital	2543.14 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Jayesh Patel cs@meghmani.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone

### II. Products / Services

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

Sl. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Agrochemicals	Manufacture of Insecticides and Herbicides	75.75
2	Pigment	Manufacture of Pigments from any source in basic form or as concentrate.	24.25

#### 15 Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sl. No	Product / Service	NIC Code	% of total Turnover contributed
1	Manufacture of Insecticides and Herbicides	24211	75.75
2	Manufacture of pigments	24224	24.25

### 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	6	2	8
International	0	2	2

## 17 Market Served by the entity:

## a Number of locations

Locations	Number
National (No. of States)	19
International (No. of Countries)	75
b. What is the contribution of exports as a percentage of the total turnover of the entity?	88
c. A brief on type of customers	We serve B2B and B2C MNC and domestic customers in Agrochemicals. We supply technical bulk formulation and Formulation in small pack(P2P). In case of pigment, we serve to MNC and domestic customers dealing in ink, plastic, paint and polymer wherein 90% are repeat customers.

## IV. Employees

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

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

Sl. No	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.C	% (C/A)
Employees						
1	Permanent (D)	1,254	1,241	98.96%	13	1.04%
2	Other than Permanent (E)	13	12	92.31%	1	7.69%
3	Total employees (D+E)	1,267	1,253	98.90%	14	1.10%
Workers						
4	Permanent (F)	740	740	100.00%	0	0.00%
5	Other than Permanent (G)	2,091	2,073	99.14%	18	0.86%
6	Total workers (F+G)	2,831	2,813	99.41%	18	0.64%

## b. Differently abled Employees and workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.C	% (C/A)
Differently Abled Employees						
1	Permanent (D)	3	3	100%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total differently abled employees (D+E)	3	3	100%	0	0.00%
Differently Abled Workers						
4	Permanent (F)	1	1	100%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%
6	Total differently abled workers (F+G)	1	1	100%	0	0.00%

## 19 Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel	3	0	0%

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

Particulars	FY 2022-23			FY 2021- 22			FY 2020- 21		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	28.12%	0.14%	28.26%	23.33%	-	23.33%	19.54%	-	19.54%
Permanent Workers	17.78%	-	17.78%	13.26%	-	13.26%	8.92%	-	8.92%

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

## 21 (a) Name of holding / subsidiary / associate companies / joint ventures

Sl. 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)
	Kilburn Chemicals Limited	Subsidiary	100%	No
	Meghmani Crop Nutrition Limited	Subsidiary	100%	No
	Meghamni Organics USA INC	Subsidiary	100%	No
	Meghmani Overseas FZE	Subsidiary	100%	No
	P T Meghmani Organics Indonesia	Subsidiary	100%	No

## VI. CSR Details

22 (i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (₹ In Lakhs)	2,55,673.91
(iii)	Net worth ₹ In Lakhs	1,65,600.32

## VII. Transparency and Disclosure 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			FY 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
The list of the stakeholders	<a href="https://meghmani.com/investors/corporate-governance/">https://meghmani.com/investors/corporate-governance/</a>							
Communities	Yes	0	0	0	NA	0	0	NA
Investors (other than shareholders)*	Yes	0	0	0	NA	0	0	NA
Shareholders*	Yes	0	0	0	NA	0	0	NA
Employees and workers	Yes	0	0	0	NA	0	0	NA
Customers	Yes	0	0	0	NA	0	0	NA
Value Chain	Yes	0	0	0	NA	0	0	NA
Partners								
Other (please specify)					NA			NA

\*Details of Investors (including Bond Holders) /Shareholder are covered)

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Waste Management Energy Management	Risk and Opportunity	<p><b>Risk-</b> The environmental risks emphasize on the company's climate consciousness and ability to manage consequences due to deficiencies in waste and energy management.</p> <p><b>Opportunity-</b> Effective energy and waste management systems improves the resource management of the company thereby improving its performance and top-line growth. Comprehensive resource management plans in alignment with the Company's environment conservation strategy will highlight the Company's commitment to improving environment preservation and its contribution toward climate change mitigation action plans.</p>	<p>Meghmani has an ISO 14001 certification in place. At Meghmani, we have taken proper control measures in addressing issues of climate change, pollution management, and emission control. We have installed Continuous Emissions Monitoring System (CEMS), to keep a check on our emissions. The CEMS collects data continuously and is more exact than off-line monitoring. Additionally, we monitor our wastewater quality on a regular basis to ensure we comply to the statutory requirements of the Central and/or State Pollution Control Boards.</p>	<p><b>Positive-</b> The company's focus on sustainability initiatives fosters long-term value-creation and enables the company to effectively respond to rising stakeholder demands.</p> <p><b>Negative:</b> Lack of robust initiatives and action plans to contribute to ESG awareness and climate change could adversely impact ESG profile of the company."</p>
2	Employee Practices & Benefits	Risk & Opportunity	<p><b>Risk-</b> Employee development programs and provision for employee benefits could be considered as incurred expenses to the company.</p> <p><b>Opportunities-</b> Structured employee development and engagement programs accelerate the work satisfaction of the company thereby enhancing the performance and company's topline. An enhanced collaboration amongst the team members lead to better communication, trust, talent pipeline, share understanding of company's goals and priorities and improved employee retention.</p>	<p>We are committed to enhance knowledge and leadership quotient of our employees through constant training and development. Refresher training for existing employees hones the skills required to ensure smooth operations. Scope of training programmes mainly covers refresher training on plant safety, process safety, emergency response, first aid, on job training and behaviour-based training. We also conduct training on environment, health and safety (EHS) and</p>	<p><b>Positive-</b> A strong workforce with higher engagement, retention rate and diversity in the workforce brings new perspectives, experiences, and ideas which enable innovation, enhances the performance and enables a positive culture in the organization, and highlights the Company's efforts toward creating a conducive work environment.</p> <p><b>Negative-</b> The inability to meet workforce expectations</p>

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			An empowered and organized workforce is more stable, predictable and productive which reduces resource shocks and generates productivity gains.	technical knowhow. We organise various employee engagement activities including interplant cricket tournament, women cricket tournament, Celebration of International Women's Day, Safety Day Republic Day, blood donation camps	may result in adverse impacts on workforce productivity, morale and the company's growth plan in a long run.
3	Health & Safety	Risk	<b>Risk-</b> Workplace hazards directly hampers the company's productivity, finances and reputation. The repercussions and efforts to develop a safe environment would take time and resources to recover from. Effective health & safety practices boosts employee morale, increases productivity and promotes corporate responsibility.	The company has an ISO 18001 certified Health, Safety and Environment Policy (HSE Policy) which governs all the activities to ensure safe and healthy workplace for its employees and the community. Performance against HSE Policy objectives and Targets are being reviewed periodically. At Meghmani, we ensure highest safety standards. As a proactive precaution, we've begun documenting and investigating 'Process Safety Near Misses'. Company is also pursuing for "Responsible Care" logo for safety standards.	<b>Negative-</b> Weak health & safety practices directly impacts the company's finance resulting in stunted growth. Effective systems reduce costs associated with accidents and incidents, thereby leading to improved confidence and lower turnover rates in the future.
3	Human rights practices	Risk	<b>Risk-</b> Parameters on human rights such as fair working environment, equal opportunities, remuneration, freedom of association without ethnic discrimination will impact the performance of the company on the social front from the employee's perspective.	At Meghmani, the human rights policy is applicable to the employee and contractors associated with the Company. The Company prohibits indulgence of business and the value chain with any kind of child labor in any of its operation supported and complied by Child Labor (Prohibition and Regulation) Act, 1996. The Company is committed to fair employment practices and freedom of expression.	<b>Negative-</b> Absence of effective grievance mechanisms impacts commitment towards human rights integration within the Company's business model.

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	ESG Oversight	Opportunity	Opportunity- Having an efficacious ESG oversight on the board level will augment the overall ESG performance and reflect the Company's commitment to integrating responsible business practices within its growth model. Integrating ESG into the business practices would propel an enhanced risk management, governance, accountability reporting and decision-making. It would build the ability to identify and manage risks and opportunities related to environmental and social impact as well as build trust and transparency amongst investors and stakeholders.		Positive: Leadership oversight on the ESG strategy, action plan, and performance fosters a positive impact on the environment and community. It also enables the company to further embed robust monitoring mechanisms across ESG initiatives and business practices. As we move into the future, ESG will be the cornerstone of our financial success, competitive advantage, and future accomplishments.
5	Risk Management	Opportunity	<b>Opportunity-</b> Risk management is the process of proactively identifying, assessing and controlling threats to an organization's capital and earnings. It helps to analyze the relation between risks and the potential consequences for an organization's strategic goals.	The Company has an effective risk management framework to monitor the risks controls in key business processes.	<b>Positive-</b> Effective risk management systems are critical to the company's overall performance and .
6	Regulatory & Legal Compliances	Risk	<b>Risk-</b> Risk of non-compliance exposes the organization to legal penalties and financial losses resulting from failure to comply with the industry laws and regulations. Failure to adhere to the laws would directly affect the company's revenue, valuations and could lead to loss of reputation and business opportunities. More compliant companies tend to have improved performances and better process efficiency. Compliance gives assurance and provides a broader insight to the investors.	The Company has a proper and adequate system of Internal Controls for fair reporting and compliance with all applicable regulatory laws and company policies. The company has code of conduct, whistle-blower and insider trading policies to safeguard the interests of the investors and other stakeholders.	<b>Negative-</b> Non-compliance would lead to loss of reputation and consequently affect the business activities. Companies who are compliant with the regulatory laws have a better ability to manage risks and builds a better sense of fairness and loyalty among employees

## SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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://meghmani.com/investors/corporate-governance/">https://meghmani.com/investors/corporate-governance/</a>								
2 Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
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.	<p>The company has ISO 9001, ISO 14001, ISO 45001 and ISO18001 certifications in place. Agro business has obtained Responsible Care Logo from Indian Chemical Council. R&amp;D centers are accredited with the GLP-certificate of OECD-GLP from National GLP Compliance Monitoring Authority (NGCMA), Department of Science and Technology, Government of India. All their factories adhere to the National Ambient Air Quality Standards (NAAQS). The company complies with the Environment Protection Act, 1986, Child Labor (Prohibition and Regulation) Act, 1996 and Minimum Wages Act, 1946. The Company continues to stay committed to conducting its business in accordance with applicable laws, rules and regulations and the highest standards of honesty, integrity, governance, ethical and transparency in all its businesses.</p>								
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>At Meghmani Organics, we aim to create value for all our stakeholders not only through our products but by striking a balance between our sustainability priorities and our business. We're committed in fostering a culture of inclusion, diversity and continuous learning to ensure every MOL employee is respected, valued and encouraged to make their fullest contribution. We are constantly endeavouring to reduce our energy consumption in an effort to reduce our carbon footprint. We are consistently moving towards adopting and implementing projects based on innovative production technologies that are more sustainable. We have taken proper control measures in addressing issues of climate change, pollution management, and emission control.</p> <p>We acknowledge the necessity of coordinating our ESG endeavors with our business objectives. We shall ensure putting all plans into actions that shall compliment sustainability requirements. We are committed to improving our ESG practices and outcomes.</p> <p>As a responsible organisation, we commit ourselves to retain all our certifications with respect to Environment, Safety and quality in coming years including Responsible Care logo having validity of 3 years by March' 24.</p> <p>We are committed to source renewable energy sourcing as per Government Policies, we shall attain 100% of permissible limit</p>								
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>At Meghmani, we endeavour to create a positive impact on people and the environment, while also enriching the lives of our stakeholders, is intrinsic to our business. We have been awarded for our relentless efforts to deliver superior sustainable performance emanating through our business activities</p> <ul style="list-style-type: none"> <li>• Awarded the 'The Global Indian Company of the Year' by PMFAI (The Pesticides Manufacturers &amp; Formulators Association of India)</li> <li>• Accorded the Status of "Four Star export House" by the Ministry of Commerce and Industry, Govt. of India</li> <li>• Declared as the 'Best Company in CSR activities' by the Chief Minister of Gujarat</li> <li>• Received many accolades by GDMA and FICCI Chemicals and Petrochemicals</li> </ul>								



		Governance, leadership and oversight																		
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Meghmani organics is committed to integrate ESG principles into its businesses which is central to improving the quality of life of the communities it serves. Our main targets shall be integrating quantified ESG targets in existing system. We shall ensure adherence of our business values through our business conduct. We shall respect code of conducts developed to make business more resilient. In coming years we shall align our business goals with SDG's so that we can discharge our responsibility towards society as a responsible chemical producer.																		
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors are responsible for implementation and oversight of the Business Responsibility policies.  Mr. Jayanti Patel, Executive Chairman  Mr. Natwarlal Patel, 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.	Yes, the Company has committee of Board of Directors for risk management and responsible for making decisions on sustainability issues.																		
10	Details of Review of NGRBCs by the Company:																			
	Subject of Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
		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	Board of Directors									Annually									
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board of Directors									Annually									
		P1	P2	P3	P4	P5	P6	P7	P8	P9										
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	Yes. CareEdge Advisory and Research, has mapped the existing policies and procedures against the requirements of BRSR and accordingly suggested the improvements to bridge it with the BRSR requirements.																		
12	If answer to question (1) above is “No”	i.e. not all Principles are covered by a policy, reasons to be stated:																		
	a. The entity does not consider the Principles material to its business (Yes/No)	-																		
	b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-																		
	c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-																		
	d. It is planned to be done in the next financial year (Yes/No)	-																		
	e. Any other reason (please specify)	-																		

## SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”.

While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	15	Team Building - Conclave- Good to Great , Management integration, Family Business and Code of conduct, Familiarisation Program, updates on Risk Management, ESG initiatives, Code of Conduct, etc	62%
Key Managerial Personnel	46	Code of conducts (business), business ethics, labor and human rights, diversity, POSH, Sustainable business, Inclusive growth, Information security, Business Risk management, sustainable sourcing, safety in supply chain, Responsible Care awareness, Technical Training on process safety, Goal Setting, Leadership, Human Relation/Team Work, Team Building - Conclave- Good to Great	84%
Employees	379	Good work practices, POSH, labor and human rights at workplace, life style management- well being, Leadership & Human Relation, Team Work & Team Building, Goal Setting, skill development, career advancement at workplace, Security Training, Communication & Interpersonnel Skills, Information security, sustainable procurement, product distribution safety, product safety and stewardship, process safety, emergency preparedness and response, contractor management, 5S, Housekeeping Training, how to prevent accident in plant, First Aid Training, Risk Management- HAZOP, HIRA, JSA, JRA etc., asset management. pollution control / pollution prevention, sustainable sourcing, Energy conservation, regulatory compliance,waste reduction and water saving, Promoting Values & Harmony by Swami Gyanvatsalji. General safety awareness and EHS induction, workplace safety.	76%
Workers	539	labor and human rights, Risk identification and control, chemical safety, energy saving, workplace regulatory compliance, waste reduction, skill improvement, good work practices, POSH, contract worker safety, Promoting Values & Harmony by Swami Gyanvatsalji. General safety awareness and EHS induction, workplace safety.	75%

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

Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	NIL	NA	NA
Settlement	-	NIL	NA	NA
Compounding fee	-	NIL	NA	NA

Non- Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
	-	NIL	NA	NA	
	-	NIL	NA	NA	
3	Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.				
	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions			
	NA	NA			
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 continues to stay committed to conducting its business in accordance with applicable laws, rules and regulations and the highest standards of honesty, integrity, governance, ethical and transparency in all its businesses. Covered under the Code of Conduct policy. The company has a policy (code of conduct) to discourage bribery, corruption, gifts, payments, or any kind of consideration solicited, from or given to any person, to secure advantage in business transactions/ dealings. To ensure compliance with these standards, the company has a code of conduct policy. The policy is applicable to all individuals working at all levels and grades, including Board Members and Senior Managerial Personnel. <a href="https://meghmani.com/investors/corporate-governance/">https://meghmani.com/investors/corporate-governance/</a>		
5	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:				
	<b>Particulars</b>	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY 2021 - 22 (Previous Financial Year)</b>		
	Directors	NIL	NIL		
	KMPs	NIL	NIL		
	Employees	NIL	NIL		
	Workers	NIL	NIL		
6	Details of complaints with regard to conflict of interest:				
	<b>Particulars</b>	<b>FY 2022-23 (Current Financial Year)</b>		<b>FY 2021 - 22 (Previous Financial Year)</b>	
		<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
	"Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA
7	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.			NA	

### Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
150	<p>Fair business practices / Code of conduct for owners of service providers or onsite contractors owners.</p> <p>Information protection awareness sessions for service providers engaged in risk assessment and designing.</p> <p>Legal compliance awareness sessions for all onsite contractors, labour supply contractors, transporters.</p> <p>Safe Handling of products and product safety for national customers.</p> <p>Safe Handling of products farmers in India.</p> <p>Workplace safety for onsite contractors and drivers.</p> <p>Safe transportation of chemicals for transporters, logistic service providers and drivers.</p> <p>Safe use of pesticides for farmers, shop keepers and stockists.</p> <p>PPE use during pesticides use for farmers.</p> <p>Workplace safety for onsite chemical loading unloading workers.</p>	55%

- 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 a policy to avoid/manage to conflict of interests involving members of the Board. The web link of the policy is as follows  
<https://meghmani.com/wp-content/uploads/2021/10/Code-of-conduct-for-Directors-and-Senior-Management-MOL01.pdf>

## 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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	28.70%	14.06%	Agro division has approved capex of ₹ 1447.96 Lakhs for establishing pilot plant at Dahej site. This pilot plant will help to improve process and chemistries that we handle in agro business. Process development studies will be streamlined with this initiative. Pilot plant is under installation.
Capex	0.22%	8.48%	Phenol recovery project commissioned at Dahej site for recovery of Phenol from trade effluent. Phenol is being recovered to below detection limit in treated water. This has helped in improvement in quality parameters of treated waste water.
2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)			No
b. If yes, what percentage of inputs were sourced sustainably?			NA

- 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) | The Company always monitors its waste generation limits, which helps the Company to ensure that generated waste is within the limits specified by CPCB / SPCB. The Company also monitors the emissions from all the plants of the Company to ensure the same within the limits specified by GPCB.   |
| (b) E-waste                        | Whatever the products are being manufactured by the Company are 100% recyclable. Generated waste during manufacturing process is being grounded and then blended with the Raw material. Out of generated waste, no or very little waste cannot be reused and recycled. The Company ensures the 95% recovery of the solvents from the processes. |
| (c) Hazardous waste                |   |
| (d) other waste.                   |   |
- 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.
- At Meghmani, we focus on product end-of-life management that is both sustainable and cost effective. We strive towards reducing waste and reusing treated water at different stages of our operations. Additionally, we monitor our wastewater quality on a regular basis to ensure we comply to the statutory requirements of the Central and/or State Pollution Control Boards. Disposal of solid waste is being done through authorized agencies.

#### Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
The company did not conducted any LCA in FY 22-23					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Agrochemicals	Misuse of pesticides.	There is regular practice of conducting awareness training sessions for farmers, dealers about safe handling and use of pesticides. This activity is being under the product stewardship initiatives. Senior management and entire distribution network ensure regular trainings of farmers.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Phenol	1.12%	2.36%
Bromine	2.59%	NIL

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

Particulars	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

NIL

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category(Pigment)
We recovered 6662 tonnes of Copper Sulphate, Ammonium Sulphate and Aluminium Hydroxide during the process of production of pigment	33.35%

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

### Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1,241	1,181	95.17%	1,241	100.00%	NA		0	0.00%	0	0.00%
Female	13	13	100.00%	13	100.00%	13	100.00	NA		0	0.00%
Total	1,254	1,194	95.22%	1,254	100.00%	13	100.00	0	0.00%	0	0.00%
Other than Permanent employees											
Male	12	5	41.67%	12	100.00%	NA		0	0.00%	0	0.00%
Female	1	1	100.00%	1	100.00%	1	100.00	NA		0	0.00%
Total	13	6	46.15%	13	100.00%	1	100.00	0	0.00%	0	0.00%

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	740	740	100%	740	100%	NA		0	0.00%	0	0.00%
Female	0	0	0.00%	0	0%	0	0.00%	NA		0	0.00%
Total	740	740	100%	740	100%	0	0.00%	0	0.00%	0	0.00%
Other than Permanent workers											
Male	2,073	0	0.00%	2,073	100%	NA		0	0.00%	0	0.00%
Female	18	0	0.00%	18	100%	18	100%	NA		0	0.00%
Total	2,091	0	0.00%	2,091	100%	18	100%	0	0.00%	0	0.00%

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

Benefits	FY 2022-23			FY 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%	100.00%	Y	100.00%	100.00%	Y
Gratuity	100%	100.00%	Y	100.00%	100.00%	Y
ESI	21.28%	17.82%	Y	18.49%	15.23%	Y
Others - Please 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, at Registered cum Corporate office
--	---

4 Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.	Yes, Internal guidelines are present. It is mentioned in code of conduct. The Company provides equal opportunities to all its employees and to all eligible applicants for employment in the Company. It does not unfairly discriminate on any ground including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law <a href="https://meghmani.com/wp-content/uploads/2021/10/Code-of-conduct-for-Directors-and-Senior-Management-MOL01.pdf">https://meghmani.com/wp-content/uploads/2021/10/Code-of-conduct-for-Directors-and-Senior-Management-MOL01.pdf</a>
---	--

## 5 Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0%	0%	0%	0%
Female	0%	0%	0%	0%
Total	0%	0%	0%	0%

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

	Yes (If Yes, then give details of the mechanism in brief)
Permanent Workers	MOL has grievance redressal mechanism in place. This mechanism is a formal process for workers to report any issues or concerns they may have in a safety or workplace related issues. Workers can report grievances in person to HR officer, via email or letter. Once a grievance is reported, the company's HR team takes necessary actions to resolve it. HR officer gives periodical feedback to workers. There are regular meetings with worker representatives and HR department to improve workplace safety and adherence to safety systems.
Other than Permanent Workers	We recognize the importance of feedbacks and grievances hence in addition to the formal grievance redressal mechanism, we have also started regular meetings with contractors to get feedbacks about improving workplace EHS conditions. Contract workers are being involved in safety meetings so that they can give grievances if they have. We have a whistle blower system that allows to report issues.
Permanent Employees	Permanent employees can use multiple platforms to communicate grievances, these mechanism mainly includes one to one discussion, direct discussion with HR team, reporting or use of whistle blower policy. If permanent employee discovers an incident that can cause or has caused impact on business or reputation then he / she is free to report through whistle blower policy. Management reviews meetings are also suitable platform to communicate grievances.
Other than Permanent Employees	Contract employees, apprentice, service engineers, fixed termed employees can directly report their grievances to the admin / HR department. Regardless of their employment status, they can report their concerns to mentioned individuals.

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

Category	FY 2022-23			FY 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)
Total	1,254	0	0.00%	1,249	0	0.00%
Permanent Employees						
Male	1,241	0	0.00%	1,234	0	0.00%
Female	13	0	0.00%	15	0	0.00%
Total	740	740	100%	703	703	100%
Permanent Workers						
Male	740	740	100%	703	703	100%
Female	0	0	0.00%	0	0	0.00%

## 8 Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
Employees										
Male	1,993	1,138	57.10%	883	44.31%	1,949	1,128	57.88%	938	48.13%
Female	14	14	100%	14	100%	16	13	81.25%	13	81.25%
Total	2,007	1,152	57.40%	897	44.69%	1,965	1,141	58.07%	951	48.40%
Workers										
Male	2,073	740	35.70%	740	35.70%	1,450	680	46.90%	568	39.17%
Female	18	0	0.0%	0	0.00%	18	0	0.00%	0	0.00%
Total	2,091	740	35.39%	740	35.39%	1,468	680	46.32%	568	38.69%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	1,241	1,241	100.00%	1,234	1,234	100.00%
Female	13	13	100.00%	15	15	100.00%
Total	1,254	1,254	100.00%	1,249	1,249	100.00%
Workers						
Male	740	0	0%	703	0	0%
Female	0	0	0%	0	0	0%
Total	740	0	0%	703	0	0%



## 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. Safety Management Framework covers all the business activities and the same are aligned with the EHS Management System as well as ISO 45001:2018 requirements. The coverage is 100% and includes all employees, workers and contractors associated with us. Maintaining and improving the safety and well-being of our people is integral part of core values of our organization. In year 2022 Meghmani organics has re-visited core values of business to give more emphasis on Safety and added "Safety" as a core value. We have adopted Integrated management system (IMS) at our all manufacturing sites, this includes system inline with standards like ISO45001, ISO14001 and ISO9001. Responsible Care and Process safety management systems have been adopted to improve safety systems at all sites. The efficacy of these management systems gets reviewed internally in every quarter. External verification of effectiveness of safety systems is through certified external auditors at the all operating units, this is being done by keeping with business need. The conversion of management systems from OHSAS 18001 to ISO 45001 was successfully completed.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Meghmani's Safety management systems have multiple processes to identify work-related hazards and risk assessment processes as; HAZOP i.e. hazard and operability studies, HIRA i.e. hazard identification and risk assessment techniques, Job safety analysis, area risk assessment, various system audits done to check compliance to standard conditions laid through safe operating procedure, periodical inspections of automation or engineering controls. Regular identification of hazards and reporting it through near miss events, unsafe acts and unsafe conditions is integral part of job responsibilities.
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes, We have implemented multiple procedures across the all locations to reports work related hazards and remove them from workplace. We have also implemented multiple levels of safety committees at manufacturing sites. Employees and workers are using these platforms to report hazards. There is regular practice of audits and inspections to identify hazards and deficiencies at workplace. Company has an established Hazard Identification and Risk Assessment (HIRA) process for routine jobs and Job Safety Assessment (JSA) for maintenance jobs. We provided regular trainings on HIRA and JSA. The process of incident reporting and investigation also helps to remove workplace hazards. HAZOP or Hazard in Operation, is a systematic assessment conducted at a plant site to identify and address potential hazards in chemical reaction or chemical processes. We use HIRA or Hazard Identification and Risk Assessment for all manual activities done at site, from this year onwards we have started to review of HIRA on annual basis. JSA or Job Safety Analysis is being used to identify hazards and assess risks associated with major maintenance and shutdown jobs. JSA is integrated with work permit procedure. PSSR or Pre-Startup Safety Review is conducted when a new building or plant is constructed.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, Employees and workers of organisation have access to non-occupational medical healthcare services. At all sites we have dedicated doctors, person can approach him for non-occupatuonal illness related issues.

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

Safety Incident/Number	Category	FY 2022-23		FY 2021-22	
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.23	0.00		
	Workers	0.00	0.27		
Total recordable work-related injuries	Employees	1.00	0.00		
	Workers	0.00	1.00		
No. of fatalities	Employees	0.00	0.00		
	Workers	0.00	0.00		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0.00	0.00		
	Workers	0.00	0.00		

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

HIRA i.e. Hazard identification and Risk Assessment and Management is being done in accordance with Hazard Identification and Risk Assessment (HIRA) Procedure. Job Safety Analysis (JSA) Procedure is being followed for non-routine jobs. HAZOP i.e. Hazard and operability studies are being done to ensure adequate controls are in place to prevent process related events. QRA is being done for all storage tanks.

Workplace monitoring and detection systems are in place to detect health hazards. Hierarchy of controls is being ensured for application of risk control measures. Control measures are in place to bring risks in acceptable range. Steering Committees are in place to review the adequacy of resources for safety and to provide support for safety management system deployment. Deployment of Safe and Healthy system of work is assured through periodic safety audits and inspections across sites.

We have placed engineering controls to prevent and minimise the release of chemicals from primary containment. These controls serve as an essential barrier to protect employees and the environment from potential hazards. Operating Procedures and Safe Work Practices ensure uniform and safe operations and minimise operational errors with consistent performance. Hazard Monitoring and Communication of materials and processes are continuously monitored, reported, and communicated to all employees. All these systems and practices help to ensure availability of safe and healthy workplace.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	We have not received any complaint on "Health & Safety" and "Working Conditions" in FY22-23 however, the Company encourages its employees and contractor workers to proactively submit safety observations and report unsafe acts and conditions at workplace as a preventive action.	0	0	We have not received any complaint on "Health & Safety" and "Working Conditions" in FY22-23 however, the Company encourages its employees and contractor workers to proactively submit safety observations and report unsafe acts and conditions at workplace as a preventive action.
Health & Safety	0	0		0	0	

14 Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Health and safety practices	100% of plants have been assessed by IMS auditors and third parties. This includes IMS (Integrated Management system) audit of Ankleshwar, panoli, Dahej and Vatva sites.
Working Conditions	

- 15 Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.
- Safety related incidents are being investigated and learnings from investigation reports are shared across the sites for deployment of corrective actions and to stop recurrence of such incidents. Effectiveness of Corrective actions deployment being checked during safety Audits. Significant risks/ concerns arising from safety risk assessment of Health and Safety Practices are addressed through adequate engineering and system controls.

### 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).	Yes		
2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	Ensured by Auditors		
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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:			
		<b>FY 2022-23</b>	<b>FY 2021-22</b>	<b>No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment</b>
				<b>FY 2022-23</b>
				<b>FY 2021-22</b>
	Employees	0	0	0
	Workers	0	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		
5	Details on assessment of value chain partners:	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>		
	Health and safety practices	25%, We have practice to visit our customers purchasing technical products. We ensure adequate trainings are being provided by supply chain partner to handle products safely. For domestic value chain partners we have done assessments. We ensure adequate trainings are being provided by supply chain partner to handle products safely, this activity done for domestic value chain partners.		
	Working Conditions			
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.	As a responsible company and to ensure commitment towards global product stewardship we are regularly communicating product safety related information and training to all value chain partners. We are providing technical training sessions to our customers for safe use and handling of our products.  Stakeholders in entire supply chain includes logistic service providers, warehouse agents and shopkeepers, we have monthly planner in place for conducting safety trainings for these stakeholders. In year 22-23 we have conducted 50+ such training sessions to improve competency of value chain partners and onsite service providers.		

## 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

Identification of key stakeholders is being done as a part of integrated management system. The relevant stakeholder identification exercise has been carried out by senior management in consultation with board members and different departments. The stakeholders are identified based on a group who can be affect or affected by the company. The identified stakeholder includes both internal and external stakeholders relevant to the organisation. The key stakeholder for the organisation includes employees and workers, Investors and shareholders, Government and regulators, vendors, customers and dealers, bank and financial institution, and the community.

- 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
1 Shareholders	No	Email/newspaper/con-call/meetings	Monthly/quarterly/annually	Update on business performance and new product development/initiatives
2 Customers	No	Email/newspaper/con-call/meetings	Monthly/quarterly/annually	Update on business performance and new product development/initiatives
3 Suppliers	No	Email/newspaper/con-call/meetings	Monthly/quarterly/annually	Update on business performance and new product development/initiatives
4 Employees	No	Email/newspaper/con-call/meetings	Regularly	Update on policies/achievement/awards/employee engagement initiatives/training
5 Government and govt. officials	NO	E-mail, calls, meetings, legal submissions and approvals	Annually or as and when required	Regulatory filings, legislation
6 Banks/ Financial institutions	No	Email/meetings	quarterly	Update on business performance and new products/Projects

### Leadership Indicators

- |   |  |   |
|---|--|---|
| 1 | Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.  | The company has a Stakeholder Relationship Committee in place ensure that an effective self-regulatory mechanism exists to protect the interest of various stakeholders. Stakeholder concerns are regularly reported to the committee for consideration, while the Company's policies and actions are shared as input for the stakeholders. The concerns identified and are resolved to the satisfaction of the shareholders. |
| 2 | Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No).<br><br>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. | Feedback received from stakeholders is used wherever applicable in the activities and policies of the entity  |
| 3 | Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.   | NIL   |

## 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 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1,254	1,254	100%	1,249	1,249	100%
Other than permanent	13	13	100%	13	13	100%
Total Employees	1,267	1,267	100%	1,262	1,262	100%
Workers						
Permanent	740	740	100%	703	703	100%
Other than permanent	2,091	2,091	100%	1,498	1,468	100%
Total Workers	2,831	2,831	100%	2,171	2,171	100%

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than minimum Wage		Total (A)	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	1,254	-	-	1,254	100%	1,249	-	-	1,249	100%
Male	1,241	0	0%	1,241	100%	1,234	0%	0%	1,234	100%
Female	13	0	0%	13	100%	15	0%	0%	15	100%
Other than permanent	13	-	-	13	100%	13	-	-	13	-
Male	12	0	0%	12	100%	12	0%	0%	12	100%
Female	1	0	0%	1	100%	1	0%	0%	1	100%
Workers										
Permanent	740	-	-	740	100%	703	-	-	703	100%
Male	740	0	0%	740	100%	703	0%	0%	703	100%
Female	0	0	0%	0	0%	0	0%	0%	0	0
Other than permanent	2,091	-	-	2,091	100%	1,468	-	-	1,468	100%
Male	2,073	0	0%	2,073	100%	1,450	0%	0%	1,450	100%
Female	18	0	0%	18	100%	18	0%	0%	18	100%

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

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	8,40,000	0	0
Key Managerial Personnel(including senior employees)	25	3,51,179	0	0
Employees other than BoD and KMP	1,211	24,123	13	39,814
Workers	740	21,500	0	0

- 4 Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No) Yes.
- 5 Describe the internal mechanisms in place to redress grievances related to human rights issues. Grievances Handling Policy present. The human rights policy is applicable to the employee and contractors associated with the Company. The Company prohibits indulgence of business and the value chain with any kind of child labor in any of its operation supported and complied by Child Labor (Prohibition and Regulation) Act, 1996. The Company is committed to fair employment practices and freedom of expression.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	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 whistle-blower policy to protect the interest of complainant <https://meghmani.com/wp-content/uploads/2022/01/Whistle-Blower-Policy-MOL01.pdf>
- 8 Do human rights requirements form part of your business agreements and contracts? (Yes/No) Yes

- 9 Assessments for the year:

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

- 10 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. No such concern

## Leadership Indicators

1	Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	NIL
2	Details of the scope and coverage of any Human rights due-diligence conducted.	NIL
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?	NO
4	Details on assessment of value chain partners:	
		<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
	Sexual Harassment	NIL
	Discrimination at workplace	NIL
	Child Labour	NIL
	Forced Labour/Involuntary Labour	NIL
	Wages	NIL
	Others – please specify	NIL
5	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	No such concern

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

## Essential Indicators

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

Particulars	FY 2022-23	FY 2021-22
Total electricity consumption (A)	2,82,413.90	3,01,366.32
Total fuel consumption (B)	2,827.74	2,050.20
Energy consumption through other sources (C)	99,332.22	1,19,968.95
Total energy consumption (A+B+C)	3,84,573.86	4,23,385.48
Energy intensity per rupees (Lakhs) of turnover (Total energy consumption/ turnover in Lakhs)	1.50	1.70
Energy 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

Yes, Energy audit carried out for FY 2022 by SUBODH ENERGY SERVICES

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.

No

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,03,727	3,06,891
(ii) Groundwater	1,147.29	1,158
(iii) Third party water (tanker)	25,780	16,074
(iv) Seawater / desalinated water	0	0
(v) Water from municipal corporation	4,984	4,645
(vi) Others	7,81,299	8,97,166
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	10,16,937.29	12,25,934
Total volume of water consumption (in kilolitres)	10,62,291.29	12,25,934
Water intensity per rupee (Lakhs) of turnover (Water consumed / turnover)	4.15	4.92
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

4 Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. No

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	microgram/ m <sup>3</sup>	191.64	202.40
Sox	microgram/ m <sup>3</sup>	220.55	277.86
Particulate matter (PM)	microgram/ m <sup>3</sup>	289.62	237.79
Persistent organic pollutants (POP)	microgram/ m <sup>3</sup>	0	0
Volatile organic compounds (VOC)	microgram/ m <sup>3</sup>	0	0
Hazardous air pollutants (HAP)	microgram/ m <sup>3</sup>	0	0
Others – please specify	microgram/ m <sup>3</sup>	63.29	37.62

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Tonnes of CO <sub>2</sub>	190.52	138.13
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Tonnes of CO <sub>2</sub>	61,974.16	66,133.17
Total Scope 1 and Scope 2 emissions per rupees (Lakhs) of turnover	Tonnes of CO <sub>2</sub> / Turnover	0.24	0.27
Total Scope 1 and Scope 2 emission 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.

7 Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. Company is entering into an agreement to get electricity generated from solar power plant of 1.5 MW. This project will ensure reduction of greenhouse gas emission



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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil) . Please specify, if any. (G)	72,860.69	45,855.23
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	105.84	56.10
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>74,556.27</b>	<b>48,432.24</b>
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	NIL	
(ii) Re-used	886	
(iii) Other recovery operations	NIL	
<b>Total</b>	<b>886</b>	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling	16,028.97	
(iii) Other disposal operations	20,790.08	
<b>Total</b>	<b>36,819.05</b>	

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

- 9 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
- Scope of Environment department is to treat trade effluent, ensure emissions to air are within prescribed limit and safe disposal of solid and liquid waste as per regulatory requirements. This is being done through water treatment facility, provision of scrubbers in plant. Disposal of solid waste is being done through authorized agencies. Pollution prevention activities are being done through process improvements and adopting advanced technologies. Quantitative inventory of waste generated gets measured and monitored at source of generation and release points to keep it within permissible limit.

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:

Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
1	Not applicable		
2	Not applicable		NIL

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

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

- 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:

Sl. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance"	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	Meghmani has been compliant with the applicable environment laws and regulations. Emission from all the			
2	operation is monitored and controlled as per the design and Environmental Guidelines of the CPCB/ SPCB.			

#### Leadership Indicators

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

Parameter	FY 2022-23	FY 2021-22
From renewable sources (Wind & Solar)		
Total electricity consumption (A)	99,332.22	1,19,968.95
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	99,332.22	1,19,968.95
From Non-renewable sources		
Total electricity consumption (D)	2,82,413.90	3,01,366.32
Total fuel consumption (E)	2,827.74	2,050.20
Energy consumption through other sources (F)	-	-
Total energy consumed from non renewable sources (D+E+F)	2,85,241.64	3,03,416.52

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.

- 2 Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
(i) To Surface Water		
---No treatment	-	-
---With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
---No treatment	-	-
---With treatment – please specify level of treatment	-	-
(iii) To Seawater		
---No treatment	-	-
---With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
---No treatment	0	0
---With treatment – please specify level of treatment	0	0
(v) Others		
---No treatment	5,01,915.63	6,95,244.00
---With treatment – please specify level of treatment	0	0
Total Water discharged (in kilolitres)	5,01,915.63	6,95,244.00

## 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:

(i) Name of the area	Not applicable
(ii) Nature of operations	Not applicable

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,03,727	3,06,891
(ii) Groundwater	1,147.29	1,158
(iii) Third party water	25,780	16,074
(iv) Seawater / desalinated water	0	0
(v) Others	7,86,208	5,49,733
Total volume of water withdrawal (in kilolitres)	10,16,862.29	8,73,856
Total volume of water consumption (in kilolitres)	10,18,216.29	8,73,856
Water intensity per rupee (Lakhs) of turnover (Water consumed / turnover)	3.98	3.50
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
---No treatment	0	0
---With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
---No treatment	0	0
---With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
---No treatment	0	0
---With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
---No treatment	0	0
---With treatment – please specify level of treatment	0	0
(v) Others	5,01,915.63	4,55,324.00
---No treatment	0	0
---With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	5,01,915.63	4,55,324.00

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission 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

- 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.
- The Company monitors the water quality and air quality on a regular basis as per the environmental norms and regulations

- 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:

Sl. NO	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Phenol Recovery Project	We have installed phenol recovery plant to recover phenol from the waste water which helps us in reducing cost of raw material and recovery of phenol from waste water. We recycle water from scrubber and recover 100% of bromine from process water to reduce effluent load	Phenol recovery resulted in reduction of phenol content in waste water inlet of ETP (biological waste water treatment)
7	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.	<p>On Site emergency plans are aligned with Local crises plan and District Emergency Response Plan. On-Site Emergency plan is prepared as per Schedule 8-A of Sub rule 68-J-(12) (1) of the Gujarat Factory Rule 1963.</p> <p>Disaster management plan is as per Gujarat State Disaster Management Act, 2003 &amp; Disaster Management Act, 2005.</p> <p>Possible scenarios considered for disaster management and crisis plan are as: Fire &amp; Explosion, Toxic gas release, Spillage of Acid &amp; Alkali, Collapse of Building, structure, Failure of Electrical Installations, Bomb threat, Terrorist attack, natural disaster, rain, flood, earth quake, storm &amp; cyclone etc.</p> <p>Disaster management plan and crisis management plan mainly includes communication flow and instruction flow to respond and recover normalcy of plant operations.</p>	
8	Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard		No such instances
9	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.		Not applicable

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

### Essential Indicators

- 1 a. Number of affiliations with trade and industry chambers/ associations. (As below)
- 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.

Sl. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
1	CHEMEXIL	National
2	Federation of Indian Export Organisations (FIEO)	National
3	Export Promotion Council	National
4	International chamber of commerce	International
5	Pesticides manufacturers association of India - PMFAI	National
6	Gujarat Chamber of Commerce	State
7	Gujarat Chemical Association	State
8	ICC - Indian Chemical Council	State
9	CCFI - Crop Care	National
10	GDMA	State

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

Name of authority	Brief of the case	Corrective action taken
	NA	

#### Leadership Indicators

- 1 Details of public policy positions advocated by the entity:

Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1		Nil		
2				

## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

#### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1			No assessments carried out		
2					

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

Sl. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
1				NA		
2						

- 3 Describe the mechanisms to receive and redress grievances of the community.
- We at Meghmani believe that the overall development of communities is of paramount importance. Therefore, we work towards assisting communities with their social and economic well-being. In addition, the Company proactively engages with the community as a part of the CSR initiatives.

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	21.29%	21.69%
Sourced directly from within the district and neighbouring districts	78.71%	78.31

### 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):

Details of negative social impact identified	Corrective action taken
NA	

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

Sl. No	State	Aspirational District	Amount spent (In ₹)
1			
2		CSR Projects not undertaken in aspirational districts	
3	(a)	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)	No
	(b)	From which marginalized /vulnerable groups do you procure?	NA
	(c)	What percentage of total procurement (by value) does it constitute?	NA

- 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:

Sl. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	Not applicable			
2				

- 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.

Name of authority	Brief of the Case	Corrective action taken
NA		

- 6 Details of beneficiaries of CSR Projects:

Sl. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	The company has spent CSR fund in the area of education and healthcare through registered trusts. The company is in process of conducting CSR projects in the coming financial year.		

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

### Essential Indicators

1 Describe the mechanisms in place to receive and respond to consumer complaints and feedback. Feedback and complaint, if any from customers is received by marketing department and response is provided in consultation with respective department i.e. production, supply chain and R& D etc.

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

#### As a percentage to total turnover

Environmental and social parameters relevant to the product	All products carry information on the label as per statutory requirement
Safe and responsible usage	
Recycling and/or safe disposal	NA

3 Number of consumer complaints in respect of the following:

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	NA	NIL	NIL	NA
Advertising	NIL	NIL	NA	NIL	NIL	NA
Cyber-security	NIL	NIL	NA	NIL	NIL	NA
Delivery of Products	NIL	NIL	NA	NIL	NIL	NA
Quality of Products	NIL	NIL	NA	NIL	NIL	NA
Restrictive Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Unfair Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Other	NIL	NIL	NA	NIL	NIL	NA

3 Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls	Nil	

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 does not have a policy but periodic updates taken on cyber security issues

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

NA

### Leadership Indicators

1	Channels / Platforms where information on products and services of the entity can be accessed (provide web link, if available).	<a href="https://meghmani.com/">https://meghmani.com/</a>
2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.	User manual/product leaflets are provided along with the products
3	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services	Concerned customers are informed by email / telephone
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)	The Company's product labels display all information that is essential to ensure safe and efficacious use of our products. Product labels are compliant with all CIB regulations and legal metrology guidelines applicable from time to time for retail and bulk packages. Labeling of products include "Direction for Use (DFU) to enable our customers to utilize our products in ways that generate utmost value for their enterprises including safety standards.
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