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Balaji



ISO 9001:2015
www.tuv.com
ID 9105038797



CIN : L24132MH1988PLC049387

AMINES LIMITED

...A Speciality Chemical Company

Regd. Off. : 'Balaji Towers', 9/1A/1,
Hotgi Road, Aasara Chowk, Solapur - 413 224.
Maharashtra. (India)

Date: 18th June, 2023

To,
The General Manager-Department of
Corporate Services,
BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai - 400 001.

The Manager-Listing Department,
National Stock Exchange of India Limited,
"Exchange Plaza", 5th Floor,
Plot No.C/1, G Block, Bandra-Kurla Complex,
Bandra (East), Mumbai - 400 051.

Scrip Code : 530999

Scrip Code :BALAMINES

Dear Sir/Madam,

Sub.: Business Responsibility and Sustainability Report for FY 2022-23

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2022-23 which forms part of the Annual Report FY 2022-23.

This is for your information and records.

Thanking You,

Yours Faithfully,

For Balaji Amines Limited

Lakhan Dargad
Company Secretary & Compliance Officer

Encl.: a/a

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN) of the Listed Entity : L24132MH1988PLC049387
2. Name of the Listed Entity : Balaji Amines Limited
3. Year of incorporation : 1988
4. Registered office address : Balaji Towers, No. 9/1A/1, Aasara Chowk, Hotgi Road, Solapur-413224, Maharashtra.
5. Corporate address : Plot No. 47, Balaji Bhawan, Kavuri Hills, Madhapur, Hyderabad -500033
6. E-mail : cs@balajiamines.com
7. Telephone : +91 217 2451500
8. Website : www.balajiamines.com
9. Financial year for which reporting is being done : 2022-23 (As at 31st March, 2023)
10. Name of the Stock Exchange(s) where shares are listed : BSE Limited National Stock Exchange of India Limited
11. Paid-up Capital : ₹6,48,02,000/-(3,24,01,000 Equity shares of ₹2/- each) as on 31st March, 2023
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report : **Ms. Varsha Guntuk**, Manager-Human Resource,
E-mail Address: hr@balajiamines.com
Tel. No.: +912172451500
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) : The disclosures under this report are made on a standalone basis, unless otherwise specified.

II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturer	Our company is engaged in the activity of manufacture and sale of Aliphatic Amines, Speciality Chemicals and its Derivatives.	98.48%
2	Service Sector	Hotels, Restaurants and Hospitality Services -Hotels Star rated	1.52%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Aliphatic Amines	20119	28.90%
2	Speciality Chemicals	20119	34.01%
3	Derivatives	20119	37.08%

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	Nil	Nil	Nil

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	26 States (including Union Territories)
International (No. of Countries)	50 Countries

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

- Contribution of Exports 15.12 % of the total turnover of the entity.

c. A brief on types of customers

1. Pharma
2. Agrochem
3. Paints & Resins
4. Animal Feed
5. Oil & Gas
6. Rubber Cleaning Chemicals
7. Dye & Textiles
8. Water Treatment Chemicals.

IV. EMPLOYEES

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEE						
1.	Permanent (D)	475	451	95%	24	5%
2.	Other than Permanent (E)	26	21	81%	5	19%
3.	Total employees (D + E)	501	472	94%	29	6%
WORKERS						
4.	Permanent (F)	636	636	100%	0	0%
5.	Other than Permanent (G)	104	104	100%	0	0%
6.	Total workers (F + G)	740	740	100%	0	0%


b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D+E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0

19. Participation/Inclusion/Representation of women

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

*includes Managing Director and CFO

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

Particulars	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	3.1%	0.3%	3.4%	3%	0.2%	3%	4%	0
Permanent Workers	1%	0	1%	4%	0	4%	5%	0	5%

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)
21. Names of holding/subsidiary/associate companies/joint ventures

S. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Balaji Speciality Chemicals Limited	Subsidiary	55%	Yes

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

➤ Yes

(ii) Turnover (₹ in Lakhs): 1,72,628.31

(iii) Net worth (₹ in Lakhs): 1,40,032.58

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints 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	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes http://www.balajiamines.com/investor-relations	0	0	NA	0	0	NA
Shareholders	Yes https://scores.gov.in/scores/Welcome.html	5	0	NA	0	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

*BAL's stakeholders include our investors, clients, employees, vendors/partners, government, and the community. A whistle blower policy and non-retaliation clause is available to all our stakeholders. Any divergence from the rules against this policy must be reported by all parties involved with the organisation. We have a grievance redressal mechanism which is accessible to all our stakeholders. All the complaints are looked into by designated compliance personnel and appropriate measures are taken against individuals who are found to be at fault. During the entire investigation process, BAL provides protection to the complainant as well as the person against whom the complaint is made. Our whistle blower policy is available at http://www.balajiamines.com/pdf/1644382399whistle_blower_policy_balajiamines_final.pdf

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Checks and Controls for possible Fugitive Emissions from Scrubbers of all Units	Opportunity (O)	The Company has installed multi stage Scubbers wherever required. The Company is in the process of installing Analyzers. This will lead to quantification of the Fugitive Emissions and will be an avenue for Performance Improvement and reduction of Losses.	NA	Positive Implications
2.	Carbon Monoxide Leakages from Compressors at Unit-3	Opportunity (O)	Carbon Monoxide is a Key raw material and arresting Leakages from Packings lead to improvement in Consumption Norms and EHS aspects	Pre Treatment for Gas stream before Compressor Suction and Special Configuration Packings to make Leakages almost Nil has been done.	Positive Implications



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	H2 Gas Leakages from Compressors Stuffing Box of all Units	Opportunity (O)	H2 is a Key raw material for many products and hence by minimizing Leakages both Consumption Norms and EHS aspects are being improved.	With the introduction of Special Configuration Packings , revisiting the Maintenance procedures, Inspection protocols and changes in Cooling System of Packings , the Leakages were brought down to close to API standards.	Positive Implications

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.

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

P1 Business should conduct and govern themselves with Ethics, Transparency and Accountability;

P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle;

P3 Businesses should promote the wellbeing of all employees;

P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized;

P5 Businesses should respect and promote human rights;

P6 Business should respect, protect, and make efforts to restore the environment;

P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner;

P8 Businesses should support inclusive growth and equitable development;

P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	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	-	-	-	-	-	-	-	-	-
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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	NA	Y ¹	NA	NA	NA	NA	NA	NA	NA
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	N	N	N	N
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Balaji Amines, since inception, has built its organization pillared on Environmental, Social and Governance. Every strategic decision is taken after it's successfully clears these three aspects. The Company aspires to follow a good governance model in every aspect of business activities which is useful to attain sustainable development. This will be a roadmap to the Company's ESG plans.												
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ram Reddy Dundurapu, Managing Director (DIN: 00003864) under the guidance of the Board of Directors and its Committees oversees the Business Responsibility and progress on our ESG ambitions.												
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.	<p>The Stakeholders' Relationship Committee of the Board of Directors is responsible for decision making on sustainability related issues.</p> <table border="1" data-bbox="834 664 1513 791"> <thead> <tr> <th>DIN</th> <th>Name</th> <th>Designation</th> </tr> </thead> <tbody> <tr> <td>02168705</td> <td>Dr. Suhasini Yatin Shah</td> <td>Chairperson</td> </tr> <tr> <td>10096017</td> <td>Dr. Uma Rajiv Pradhan</td> <td>Member</td> </tr> <tr> <td>00003864</td> <td>Mr. Dundurapu Ram Reddy</td> <td>Member</td> </tr> </tbody> </table>	DIN	Name	Designation	02168705	Dr. Suhasini Yatin Shah	Chairperson	10096017	Dr. Uma Rajiv Pradhan	Member	00003864	Mr. Dundurapu Ram Reddy	Member
DIN	Name	Designation											
02168705	Dr. Suhasini Yatin Shah	Chairperson											
10096017	Dr. Uma Rajiv Pradhan	Member											
00003864	Mr. Dundurapu Ram Reddy	Member											

Note: The Stakeholders' Relationship Committee is reconstituted on 20th May, 2023.

Y¹ the Company believes in benchmarking practices and global standards to the best possible extent. The Company has ISO 9001:2015 certification.

Notes:

- All the policies are formulated with detailed analysis and benchmarking across industry. The policies are in compliance with all applicable laws.
- As per the Company's practice, all the mandatory policies under the Indian laws and regulations have been approved by the Board. Other policies are approved by the concerned Functional Head or Managing Director/Joint Managing Director of the Company depending upon the nature of policy.
- All the policies have a policy owner and the respective policy owners are responsible for implementation of the policy.
- Except Code of Conduct and Corporate Social Responsibility Policy, all other policy documents being in-house and internal documents of the Company are accessible to all the employees of the Company and thus are not available on the website of the Company. The Code of Conduct and Corporate Social Responsibility Policy can be accessed on the website of the Company at: <http://www.balajiamines.com/investor-relations>
- Any grievance relating to any of the policy can be escalated to the policy owner/Managing Director and/or Joint Managing Director.
- Implementation of policies is evaluated as a part of internal governance by policy owners.

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(A) / Half yearly (H)/ Quarterly (Q)/ 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									Periodically / Need basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, we comply with all applicable laws of the land we operate in.									Quarterly								
11. Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.										P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9 Not Applicable								



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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									Not Applicable
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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 Key Managerial Personnel	8	The Board of Directors were reviewed periodically and familiarized on the issues pertaining to the industry, business, regulations, economy, ESG, their roles and responsibilities etc. through various awareness sessions. These topics comprise insights on the said Principles.	100%
Employees other than BoD and KMPs	28	Principle 2,3,4,5,6,7,9	89%
Workers	35	Principle 2,3,4,5,6,7	85%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

a. Monetary

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

b. Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NA	NA
Punishment	NIL	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.

➤ Not Applicable

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, our code of conduct complies with legal requirements of applicable laws and regulations, including Anti-bribery, anti-corruption and ethical handling of conflict of interest. The Policy on Code of conduct available at <http://www.balajiamines.com/pdf/1553680298CODEOF%20CONDUCT%20FOR%20PREVENTION%20OF%20INSIDER%20TRADING.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:

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

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

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

- Not Applicable

Leadership Indicators

1. 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 Code of Conduct for Board of Directors, Key Managerial Personnel and Senior Management which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company receives an annual declaration from its Board of Directors, Key Managerial Personnel and Senior Management Personnel confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein.

The policy is available on the Company's website at <http://www.balajiamines.com/pdf/151267894003%20Code%20of%20Conduct%20for%20Directors%20and%20Senior%20Management.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.

	FY 2022-23%	FY 2021-22%	Details of improvements in environmental and social impacts
R & D	81%	14%	Reduction of Carbon Footprint and Distillation Residue which is part of managing Hazardous waste.
Capex	5%	3%	Installed Equipment to reduce in Coal Consumption to achieve a lower carbon foot print, Usage of equipment to improve Dissolved Oxygen Level for Bio Culture, Recycling water results in reduction in Steam Consumption and carbon foot print.



2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
- Yes, BAL has procedures defined under ISO guidelines for sustainable sourcing.
- b. **If yes, what percentage of inputs were sourced sustainably?**
- Approximately 95% of Suppliers of BAL are responsible under this guidelines.
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 wastewater generated from boilers and cooling towers is recovered through multi stage RO units and used for cooling tower make up.
 - The Solid generated after MEE are sent to landfill through hazard waste management companies.
 - Recovered packing material are disposed through approved agencies
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.**
- The Company is in the process of reviewing the EPR Act with concern regulatory agencies.

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	451	451	100%	451	100%	0	0%	451	100%	0	0
Female	24	24	100%	24	100%	24	100%	0	0	0	0
Total	475	475	100%	475	100%	24	3%	451	100%	0	0
Other than Permanent employees											
Male	21	21	100%	26	100%	0	0%	0	0	0	0
Female	5	5	100%	5	100%	5	100%	0	0	0	0
Total	26	26	100%	26	100%	5	100%	0	0	0	0

1.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 employees											
Male	636	636	100%	636	100%	0	0	0	0	0	0
Female	0	0	0%	0	0%	0	0	0	0	0	0
Total	636	636	100%	636	100%	0	0	0	0	0	0

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)
Other than Permanent employees											
Male	104	104	100%	104	100%	0	0	0	0	0	0
Female	0	0	0%	0	0%	0	0	0	0	0	0
Total	104	104	100%	104	100%	0	0	0	0	0	0

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

Benefits	FY 2022-23 Current Financial year			FY 2021-22 Previous Financial year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total	Deducted and deposited with the authority	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%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	11%	62%	Y	19%	57%	Y
Others – Medclaim/ Hospitalization Policy	89%	38%	Y	81%	43%	Y

3. Accessibility of workplaces

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

- Yes, wherever possible provision for access to differently abled persons is provided.

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

- Yes. The policy is available on the Company's website at <http://www.balajiamines.com/pdf/1686925902Human%20Rights%20Policy.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Grievance Redressal Committee has been constituted by the Company to redress the grievances & complaints of all categories of employees and workers of the company. For facilities where unions are not functional/available, employees are free to reach out line managers or welfare officers or HR personnel.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	


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

Category	FY 2022-23 Current Financial year			FY 2021-22 Previous Financial year		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. Of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent						
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers						
- Male	636	636	100%	625	625	100%
- Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial year					FY 2021-22 Previous Financial year				
	Total (A)	On and Measures Health Safety		On skill Upgradation		Total (D)	On and Measures Health Safety		On skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	451	382	82%	408	88%	375	300	80%	300	80%
Female	24	20	83%	24	100%	19	15	80%	18	95%
Total	475	402	81%	432	87%	394	315	80%	318	81%
Worker										
Male	636	585	92%	615	97%	625	468	75%	524	84%
Female	0	0	0	0	0	0	0	0	0	0
Total	636	585	92%	615	97%	625	468	75%	524	84%

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

- We have periodical performance reviews of all the employees and workers with designated head of departments. This will enable the HR function to review with top management for effective performance of each worker and employee on an ongoing basis. The company has a once in two years increment cycle for employees. Based on the performance review the employees are given promotion/ career progression opportunities, Workers are linked to Union cadre – for this category the increment cycle, promotions and career development is applicable for every year.

Category	FY 2022-23 Current Financial year			FY 2021-22 Previous Financial year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	%(D/ C)
Employees						
Male	NA	NA	NA	375	375	100%
Female	NA	NA	NA	19	19	100%
Total	NA	NA	NA	394	394	100%
Workers						
Male	636	636	100%	625	625	100%
Female	0	0	0%	0	0	0
Total	636	636	100%	625	625	100%

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

- Yes, we have an EHS department, EHS activity like different types of safety training, first aid training, medical checkup of employees, risk assessment, legal compliance, mock drills & implementation of safety management system. etc. requirement etc, have been carried out.

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

- Work related hazards have been identified by following methods -
 - a) Conduct regular worksite inspections,
 - b) Interaction with workers and managers,
 - c) Incidence & Near Miss Records evaluation.
 - d) Critical safety observations are discussed in safety meetings and in safety committee meetings. Corrective and preventive actions are taken.
 - e) Potential Risk areas are reviewed from time to time for Gap Analysis and corrective measures are taken.
 - f) During issuance of permits, the Risk areas are identified & mitigated.

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 the process of all workforce being empowered to report work related hazards and remove themselves from such risk. We have a system in place for workers to report near misses and safety observations, which includes unsafe acts or conditions in and around the workplace. Once the report has been made, corrective and preventive actions (CAPA) are undertaken with specified timelines. The same will be reviewed by the respective unit head frequently. This helps us ensure that the workplace is safe for all workers and any potential hazards are identified and addressed promptly.

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

- Yes, all employees /workers of the company have access to non-occupational medical and healthcare centers. Each unit has a First aid Centre that is manned by certified First Aid staff. This ensures that employees / workers have access to basic medical care and attention when needed, which can help prevent minor injuries and illness from becoming more severe.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial year	FY 2021-22 Previous Financial year
Lost Time Injury Frequency Rate (LTIFR) (per one million)	Employees	Nil	0.11
	Workers	1.057	1.67
Total recordable work-related injuries	Employees	Nil	1
	Workers	17	19
No. of fatalities	Employees	Nil	Nil
	Workers	1	Nil
High consequence work-related injury or ill-health	Employees	Nil	Nil
	Workers	Nil	Nil

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

- The health, safety and well-being of our employees is our top priority. Following measures are taken to ensure a safe and healthy workplace.
 - ☛ Daily Inspection of workplace and enforcing Safety Permits system
 - ☛ Health and safety awareness programs & training.
 - ☛ Regular Safety Review meetings.
 - ☛ Maintained health, safety records and reviewed.
 - ☛ Employees are rewarded for safe behavior and reporting.
 - ☛ Housekeeping is maintained.
 - ☛ Mock drills are conducted with various teams periodically such that each worker and employee are fully trained to manage any eventuality.



- Conducted health checkup for 100 % employees and workers every year.
- Safety proxy Team is made by nominating operation persons from each plant & each shift to take care of any emergency in an odd hour. This Team is imparted both fire & safety training.
- All sites have a hydrant station, network, fire Alarm system & detectors for flammable chemicals.
- Design & Technology credible Licensors taken care of Process Safety, emissions & volatile organic compounds(VOCs)

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

	FY 2022-23 Current Financial year			FY 2021-22 Previous Financial year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

14. Assessments for the year:

	% of your plants and offices that were assessed
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.

- Automation with field instrument redundancy and interlocks.
- Lightening protection, movable earthing for floating Roof (Variable volume) Tanks.
- Water seal pots for flammable gas/vapors release etc.

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. BAL has a scheme in place to provide Financial Assistance to the legal dependents of the permanent employees/workers in case of death while in service. In addition to this, the employees/workers are covered under the Group Personal Accident (GPA) Policy. The GPA Policy is also being extended to the contract employees working in manufacturing units and offices.

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

- The Company monitors and tracks the compliance related to statutory dues internally as a part of regular checks while processing the invoices. Monthly Internal audits are also conducted to ensure compliance.

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

	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	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	0	0
Workers	1	0	1	0

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.

- Investors contributing capital are important stakeholders. We are privileged to share a strong relationship with investors based on a deep understanding of their expectations and our commitment to consistently fulfill them. Stakeholders' value creation is a reflection of our commitment to enhance. Employees enable us to create value for our stakeholders and organization. Suppliers are our key stakeholders who enable us to deliver business value. Our commitment to inclusive growth ensures our customers get maximum value with sustainable business practices. Our stakeholders are our investors, clients, employees, suppliers, government / regulators and the community at large.

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
Shareholders/ Investors	No	Press releases and press Conferences, Annual General Meeting, email, Advertisement in Newspapers, facility of Visits, investor Conferences, conference calls	Annually, Half Yearly, Quarterly and Need Basis	<ul style="list-style-type: none"> • Helping investors voice their concerns regarding the company's policies, strategy, etc. • Educating the investor community • Understanding shareholder expectations
Clients/ Customers	No	Discussion, Meetings, Calls and Conferences, Office, Visits on Projects, Management reviews, Relationship meetings and briefings, sponsored events, Newsletters, brochures etc.	Continuous as needed. Annually, Half yearly & Quarterly	<ul style="list-style-type: none"> • Understanding client, industry • business challenges • Identifying opportunities to improve products and services • Deciding on investments and capabilities required to fulfill demand • Understanding client's data privacy and security requirements
Employees	No	Conference Calls, Video Conferencing, Group Discussions, One to One Interactions, Review on Operations	Daily	<ul style="list-style-type: none"> • Career Management and Growth Prospects • Learning opportunities • Compensation structure • Building a safety culture and inculcating safe work practices among employees • Improving Diversity and Inclusion
Suppliers / Collaborators	No	Meetings/calls, visits, events	Monthly & Quarterly	<ul style="list-style-type: none"> • Demand Sustainability • Credit worthiness • Ethical Behavior • Fair Business Practices • Governance



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
Government / Regulators	No	Project meetings, reviews, calls, surveys, Circulars, consultative sessions, field visits, due diligence, press releases, press conferences, media interviews and quotes, sponsored events as needed	Continuous	<ul style="list-style-type: none"> Understand areas for sustainable development Discussions on performance and formulate strategy; Share and contribute to thought leadership and insight into public and business concerns; Work in partnership to develop solutions to global challenges Ensure Compliance of all applicable laws, rules and regulations
All other stakeholders or community at large	No	Newspaper Advertisement, TV Interviews, Events, Surveys, Press Releases, Visits, Press conferences	As needed	<ul style="list-style-type: none"> Knowledge-exchange collaboration Job creation and other opportunities Continuous Development

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's management regularly interacts with the investors, customers, suppliers, employees etc. Stakeholders Relationship Committee updates the progress of actions to the Board and takes inputs on a periodic basis.

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. As the Stakeholders are an essential part of the business, we regularly interact with them to ensure that our business operations are aligned with their interests in a sustainable manner. We have aligned our environmental management goals based on the discussions with the community periodically. Based on their review, we have updated our policies and internal systems.

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

- The Company understands the needs of the society and undertakes several measures to improve the life of vulnerable and marginalized stakeholders through its CSR Initiatives. The Company ensures that the CSR Funds are utilized in an optimum manner that uplifts the weaker sections of the 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 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	475	475	100%	NIL	NIL	NIL
Other Than Permanent	26	26	100%	NIL	NIL	NIL
Total Employees	501	501	100%			

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)
Workers						
Permanent	636	636	100%	NIL	NIL	NIL
Other Than Permanent	104	104	100%	NIL	NIL	NIL
Total Employees	740	740	100%	NIL	NIL	NIL

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 (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	475	0	0	475	100%	394	0	0	394	100%
Male	451	0	0	451	100%	375	0	0	375	100%
Female	24	0	0	24	100%	19	0	0	19	100%
Other than Permanent	26	0	0	26	100%	8	8	100%	0	0
Male	21	0	0	21	100%	5	5	100%	0	0
Female	5	0	0	5	100%	3	3	100%	0	0
Worker										
Permanent	636	0	0	636	100%	625	0	0	625	100%
Male	636	0	0	636	100%	625	0	0	625	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	104	38	37%	66	63%	144	30	20%	114	80%
Male	104	38	37%	66	63%	144	30	20%	114	80%
Female	0	0	0	0	0	0	0	0	0	0

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*	9	47,67,600	1	0
Key Managerial Personnel	1	5,88,396	0	0
Employees other than BOD	475	4,03,073	24	3,87,561
Workers	636	2,57,681	0	0

*Excludes sitting fees paid to Independent Directors. Includes remuneration paid to Managing Director and CFO.

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.

➤ Reporting avenues have been provided for BAL employees, customers, suppliers and other stakeholders to raise concerns or make disclosures when they become aware of any actual or potential violation of the company code, policies or law including human rights violation. Representations made in the reporting avenues are reviewed and appropriate action is taken on substantiated violations. During the entire investigation process, BAL provides protection to the complainant as well as to the person against whom a complaint is done.

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

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

- Concerns on discrimination and harassment are dealt with confidentiality. BAL does not tolerate any form of retaliation against anyone reporting good faith concerns. Anyone involved in targeting such a person raising such complaints will be subject to disciplinary action.
- The Company has formulated Internal Complaint Committee as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and also adopted the Whistleblower Policy which condemns any kind of discrimination, harassment, victimisation or any other unfair employment practice being adopted against Whistleblowers. The Company takes appropriate action on the reported matter and ensures that the complainant does not undergo adverse consequences.

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

- Yes

9. Assessments for the years:

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

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

- Not applicable

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

- No complaints have been received during the Financial Year under review. Accordingly, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

- Not applicable.

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?

- Our establishments are accessible to the differently abled, and we are continuously working towards improving infrastructure for eliminating barriers to accessibility.

4. Details on assessment of value chain partners

- Some of the areas identified for formal assessment of the value chain partners are at various CSR initiatives for Human Rights has been conducted.

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

- Not applicable.

PRINCIPLE 6 : BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY 2022-23	FY2021-22
Total electricity consumption (A) Kilowatts /Annum or Giga joules/Annum	39893156 /418156	39884346 / 399846
Total fuel consumption (B) MT/Annum or Giga Joules/Annum	98990/ 1723811	123834/2160542
Energy consumption through other sources (C) MT/Annum of Hydrogen off gas or Giga Joules/Annum	298 /- 44837	152 / -22873
Total energy consumption (A+B+C) Giga Joules /Annum	2105664	2550094
Energy intensity per rupee of Turnover (Giga Joules/INR Turnover) (Total energy consumption/turnover in rupees)	0.0000028	0.0000032
Energy intensity (optional) - the relevant metric may be selected by the entity (Kilojoules/INR Turnover)	118.30	133.95

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 are following the Bureau of Energy Efficiency (BEE) – Ministry of Power Guidelines for Evaluation.

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.

- Till date BAL no site /facilities are identified as designated consumers (DC's) under PAT scheme. Even though BAL is not part of PAT Cycle, Management has Year on Year taken Energy reduction targets to reduce carbon footprint as a responsible Corporate. Following are the major activities undertaken as Energy Reduction measures.
- Process RO unit-3 Automation and Efficiency Improvement in terms of Selectivity has resulted in ~ 11.54 Gcal/ day or ~4.8 t CO2 e emission reductions per day.
- In place of Steam Ejectors for Distillation Columns, installation of the Dry Vacuum Pumps. The Energy Saved is ~ 4 Million Calories /hr or 28 Giga Calories per Annum. This has reduced the Carbon Footprint by ~12 tCO2e.
- By Product effluent Gas utilization as Clean Fuel for Manufacturing facilities of various process plants. This has reduced the Carbon footprint by 10728 Gcal/ annum or 3162t CO2e is reduced and this is being pursued year on year by the Company as commitment towards the responsibility towards Environment aspects.
- With Automation, Temperature profiles of Solid Fuel Fired Furnaces are monitored and Controlled to Optimize Fuel Consumption and Control NOx emissions. The maximum Heat of Flue Gases are recovered in Air Preheaters, Economisers to enhance the Steam Generators Combined cycle Efficiency and Electrostatic Precipitators are installed to keep particulate matters in compliance with regulatory standards.
- Continual engagement of Operation Team in-terms of Steam Trap audits to avoid Steam Leakages and Energy Losses. Steam Traps MIS is followed for Monitoring.



- ▶ Thermography of Insulated Pipe lines and Steam Generation Equipment to minimize the Heat losses attributable to radiation.
- ▶ Installation of AC Drives to majority Compressors to optimize Power based on RPM and capacity control.
- ▶ Installation of High Efficiency Process Pumps and Motors with IE-4 category.
- ▶ Maximizing Asset Utilisation and Heat Integration to reduce Specific Consumption Norms for Highly Energy Intensive process plants.
- ▶ Implementation of CIP systems in Multiple Effect Evaporators to reduce Steam Consumption Norms from 1.2 T Steam /T of Inorganic Effluent to 0.6-0.65 T Steam/T of Inorganic Effluent (Falling Film Type Multiple Effect Evaporators). In New Expansions, Targeted Steam Consumption Norms to the Extent of 0.3-0.35 T/T of Inorganic Effluent using Forced Circulation MEE with CIP provision. This has resulted in 15.6 Gcal/Day Energy Reduction or in terms of Emissions, it is 6.8 t CO₂ e.

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	4,75,803	3,62,157
(ii) Groundwater	1,83,013	1,87,709
(iii) Third party water	1,631	2,415
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in Kilolitres) (i + ii + iii + iv + v)	6,60,447	5,52,281
Total volume of water consumption (in Kilolitres)	6,60,447	5,52,281
Water intensity per rupee of turnover (Water consumed in KL/Crore INR turnover)	371.04	287.94
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

Note I - The increase in Consumption of water is primarily due to Green Field Expansion Construction activity and Tree plantation on 33% plot area at Unit-4 ~ 45000 m³ and Hotel Division water consumption is increased by 20000 m³, total increment with respect to FY 2021-22 ~ 65000 m³. Hotel Division Low Water consumption in FY 2021-22 is attributable to low occupancy due to COVID Pandemic. Discounting this incremental increase in water from overall Consumption, the Index of Water Intensity /Turnover in KL/Crore INR turnover will change from 371.04 to 334.52.

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.

- Yes, the company has taken Water Treatment, Technology and Bio ETP experts on Board mainly for conservation, optimisation and quality of water. Internal assessment for avenues of water reduction are constantly explored.

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

- Yes, all the BAL sites have implemented a mechanism for Zero Liquid Discharge.
 - a. The Coverage is for both Organic and Inorganic Effluents.
 - b. For Inorganic Effluents, it is a combination of Pretreatment plants including Clarifloculators, Ultra Filtration Units, High Pressure Reverse Osmosis plants followed by Multiple Effect Evaporators /WHE (Pervaporation Membrane type Waste Heat Evaporators) and ATFD.
 - c. Company is constantly engaging in new state of art technologies for Water recycle in terms of Reverse Osmosis Membranes, WHE Pervaporation Membranes, MVRE technology.
 - d. Company has taken onboard Experts for both Inorganic and Organic Effluent Treatment and recycle with continual improvements in terms of operational efficiencies.
 - e. Overall Inorganic Water handled for Zero Discharge is ~ 333 CMD.
 - f. Organic Effluent Treatment is a combination of State of Art Bio ETP /High Pressure RO units followed by TFM (Tertiary Treatment – Tubular Filter Membranes) and Reverse Osmosis plant.
 - g. Overall Organic Water handled for Zero Discharge is ~ 493 CMD

- h. These efforts have reduced the overall Water FootPrint to the extent of ~ 826 CMD and complemented the regional water aspect being a water stressed region.

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	μ / cub	< 22	<22
SOx	μ / cub	< 18	<18
Particulate matter (PM)	μ / cub	< 70	<70
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)		NA	
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA

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, Deputed the NABL accredited Third Party as per Statutory Requirement.

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

- Scope 1 Emissions and its intensity in terms of t CO2e

Parameters	Unit of Measurement (UOM)	FY-2022-23
CO2	Million t CO2 e	0.152
N2O	Million t CO2e	Nil
CH4	Million t CO2e	Nil
HFCS	Million t CO2e	0.000231

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

- Yes, we are planning for following projects,
- 1] Replacement of Refrigerants in existing installations, in phase manner based on their GWP (Global Warming Potential) and equivalent Carbon footprint.
 - 2] Installation of Back Pressure Steam Turbine scheme in place of Pressure Reducing Stations for FY-2023-24.
 - 3] Renewable Power (Solar Power) installation linked to New Expansions for FY-2023-24.

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)	NIL	NIL
E-waste (B)	NIL	NIL
Bio-medical waste (C)	NIL	NIL
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	NIL	NIL
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. Includes Distillation Residue and Chemical Sludge from Waste water Treatment in MT /Annum (G)	272.73	307.44
Other Non-hazardous waste generated. Please specify, if any. Includes Boiler Ash, Corn Cob waste, Scrap material, Wooden Pallets, Woven Sack Bags, etc) in MT / Annum (Break-up by composition i.e. by materials relevant to the sector) (H)	4,637	7,191
Total (A+B + C + D + E + F + G + H)	4,909.73	7,498.44



Parameter	FY 2022-23	FY 2021-22
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	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration through CHWTSDf	113.06	121.35
(ii) Landfilling through CHWTSDf	159.67	186.09
(iii) Other disposal operations	4,637	7,191
Total	4909.73	7498.44

Note:

- Green Field project Expansion Construction debris are being recycled in Construction activity. The Excavated Soil is recycled for land filling and plantation.
- Company has disposed off the used drums (plastic and MS) to registered parties/ Registered recycler. Total no. of Drums (plastic and MS) disposed off during FY 2022-23 are 3473 no or appx 208 MT.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

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.

- Following Waste Management Practices adopted by Company:
 - Incineration through CHWTSDf;
 - Land filling after treatment through CHWTSDf;
 - Some of the Waste e.g. Spent Oil through Authorised Recycler;
 - Own Incineration facility with Steam Cogeneration is in place;
 - Membrane Technologies for the reduction of inorganic waste and further integrated with Multiple effect evaporators and ATFD units;
 - Best Process plant Technologies whereby waste is controlled at source and provisions of recycles are in place.
- **Strategies adopted by the Company to reduce hazardous and Toxic chemicals in Products and Processes:**
 - Selection of Process Route and Technology using Chemicals which are Safe to handle, store, use and are Biodegradable.
 - Catalyst selection in most of the reactions controls the unwanted/undesired side reactions, bi-products and Residue formation.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
			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 project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Unit 4, MIDC Chincholi (Expansion of Organic and Speciality Chemicals Manufacturing)	14 September 2006	23-02-2023	Yes	Yes	Report available on Company Website

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:

S. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Company is meeting all Compliances with applicable environment law/regulations /guidelines in India such as Water Act, Air act, Environment protection act and rules thereunder and is being demonstrated in Six monthly MOEF Compliance documents and also the new projects are being undertaken as and when New /revised law/regulations/guidelines are being communicated by respective Authorities/ agency .			

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 Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources (in GJoules/Annum)		
Total electricity consumption (A)	9,860	14,230
Total fuel consumption (B)	44,837	22,873
Energy consumption through other sources (C)	11,109	8,124
Total energy consumed from renewable sources (A+B+C)	65,806	45,227
From non-renewable sources		
Total electricity consumption (D)	4,39,125	4,22,199
Total fuel consumption (E)	17,23,811	21,60,542
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	21,62,936	25,82,741

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

- No. The evaluation is based on Bureau of Energy, Ministry of Power Guidelines being followed.

2. Provide the following details related to water discharged:

- BAL all sites being ZLD Manufacturing facilities, the water discharge criteria is not applicable to us.

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA



Parameter	FY 2022-23	FY 2021-22
(iii) To Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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:

- For Water Treatment and Recycle, the Company has engaged Experts and Consultants on Board.

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: Solapur (New Expansions are being done in designated MIDC area)
 - Nature of operations: Manufacturing of Chemicals
 - 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	4,75,803	3,62,157
(ii) Groundwater	1,83,013	1,87,709
(iii) Third party water	1,631	2,415
(iv) Seawater/desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	6,60,447	5,52,281
Total volume of water consumption (in kilolitres)	6,60,447	5,52,281
Water intensity per rupee of turnover (Water consumed/turnover)	371	288
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	NA	
- No treatment		
- With treatment - please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment - please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment - please specify level of treatment		
(v) Others		
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)		

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:

➤ Not Applicable

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		NA	NA
Total Scope 3 emissions per rupee of turnover		NA	NA
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity		NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No.

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 sites and Expansions are being awarded Environment Clearances with due consideration that there are no Direct or Indirect impacts on Biodiversity as most of the sites and Expansion plans are located in Designated Industrial areas complying with EPA (Environment Protection Act) and with due assessments, appropriate Infrastructure is provided at all sites with required Environment considerations as per Guidelines.

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

Sr. No.	Initiative undertaken	Details of the initiative			Outcome of the initiative
		Air Cooled Condenser Tag no.	HTA m2	Heat Duty in Millionkcal/hr	Saving of Water M3/hr
1	Unit 4 Expansion Installed Air Cooled Condensers in process plant as a substitute to Conventional Induced Draft Cooling Tower. In	E1107	2149	0.47	0.87
		E1201	2521	0.25	0.46
		E1203	17550	3.37	6.24
		E1206	1263	0.258	0.48
		E1207 B	2643	0.335	0.62
		E1207C	1002	0.04	0.074
			Sub-Total	8.74 m3/hr or 210 M3/day	
2	RO Membrane efficiency Improvement in terms of Selectivity of Membranes and Automation in Unit3 Amine Derivatives Plant in Terms of Maximization of Permeate quantity and reduction in quantity of Reject to reduce Hydraulic Load of Evaporators in-terms of Reject Recycle and saving in Steam Consumption	Unit-3 Amine Derivatives RO	Reject Quantity reduced from 24 KL /day to Avg 6.0 KL/Day, Equivalent Load on Graphite Evaporators is reduced.	Steam saving of ~20 MT/day	In terms of Energy Savings, it is equivalent to 11.54 Giga Calories or in terms of t CO2e, it is ~4.8 t CO2e emissions are reduced.
3	CIP of Multiple Effect Evaporators	Unit-3 and Unit-1 In organic Effluent Treatment Stream	Steam to water ratio reduced from 1.2 T/T to 0.6-0.65 T/T for Falling Film Evaporators	Overall Steam saving of both sites is ~ 27 MT/ Day	The equivalent Energy Saving is 15.60 Gcal/ Day or 6.48 t CO2 equivalent Emission is reduced.

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

- BAL has an onsite Emergency plan for all sites. Though for any Emergency (Inside as well outside) there are trained teams consisting of Operation, Engineering, Safety and Fire crew available at all sites with required Tools and Tackles for identified Emergencies and preparedness is ensured through Risks mitigation. Also BAL team works in close coordination with Local authorities like Fire Dept, MIDC, Collector office, State Pollution Boards etc All the Hazardous chemical storages are equipped with Fire and Safety infrastructure, periodic testing and Inspection is done for ensuring Mechanical Integrity. Suitable Pressure Control systems and accessories are installed for Control and Monitoring. Certain tank farm areas are in compliance with PESO regulations and 100% compliance is ensured. Area Classification guidelines are ensured as per IS, ATEX and NFPA guidelines.
- BAL has prepared policy frameworks inside premises whereby major loading and Unloading activities are restricted in silent hours and accordingly infrastructure is created. All Raw material and Finished Good Tankers are in compliance with HAZCHEM, SMPV Guidelines ensuring during Transport the Risk associated in Public areas are taken care. All the Drums /containers are as per UN Code and with compatible Material of Construction.
- The risks associated in the value chain are identified and the mitigation measures are taken.

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.

- There is no significant impact arising from the value chain, though continual efforts are being put in identifying various risks associated and mitigation measures are taken to avoid any adversity.

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

- The credentials of all value chain partners are verified and are part of evaluation and contracts, endorsed by getting details pertaining to relevant certifications and standards.

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.**

- Refer to response below

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations
1	Basic Chemicals Cosmetic & Dyes Export Promotion Council	Mumbai
2	Federation of Indian Export Organisations	Mumbai
3	Service Export Promotion Council	New Delhi
4	Indian Chemical Council	Mumbai
5	Solapur Chamber of Commerce, Industries & Agriculture	Solapur
6	Federation of Indian Chambers of Commerce & Industry	New Delhi
7	Chemexcil- Chemicals Export Promotion Council	Mumbai
8	Federation of Telangana Chambers of Commerce and Industry	Hyderabad
9	Bulk Drug Manufacturers Association	Hyderabad
10	Chemical Industries Association	Chennai

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.

- None

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, in the following format:**
 - Not Applicable
- 3. Describe the mechanisms to receive and redress grievances of the community.**
 - The Balaji Foundation & Research Centre works closely with the community in identified areas of contribution in the domains of education, healthcare, destitute care, rural development, art and culture, and disaster relief. Within its areas of work, the Foundation has robust mechanisms to assess the impact of projects on intended beneficiaries. These mechanisms range from one-on-one and group discussions with beneficiaries to independent external assessments, among others, and provide ample opportunity to receive and redress grievances of the intended beneficiaries

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

Parameter	Financial Year 2022-23 (Current Financial Year)	Financial Year 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	24.52%	17.28%
Sourced directly from within the district and neighbouring districts	3.59%	2.76%

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 marginalised / vulnerable groups? (Yes/No)**
 - Yes. As a policy, we encourage purchases/ contracts for services from marginalized local communities.

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

 - Socially and Economically backward Communities.

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

 - We have initiated for transportation contractors who are about 20% of our total contractors.
- 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 Project	No. of Person benefited from CSR Projects	Percentage of beneficiaries from vulnerable and marginalised groups
1.	Promoting Healthcare	20,01,644	100
2.	Promoting Education	26,133	100
3.	Rural Development	29,29,686	100
4.	Promoting Sports	2,411	100

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.**

- We categories Customer Complaints in terms of Qualitative, Quantitative and Administrative aspects.
- We are committed to surpassing client expectations consistently. We have robust mechanisms to track and respond to customer complaints and feedback in the delivery of our services. Our latest annual client survey indicates that a large set of clients are delighted with Balaji Amines, sustaining the healthy positive client sentiment attained over the years. Client sentiment around our resilience, agility, client centricity, excellence in execution, quality of deliverable, base delivery, tools, and methodologies, is extremely positive.

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	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

3. Number of consumer complaints in respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, and unfair trade practices

- We do not have any consumer complaints in respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, unfair trade practices

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

- Not Applicable

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

- Yes. The web link of the policy at www.balajiamines.com/investorrelations/

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).**

- The information on products and services of the Company can be accessed on the website of the company at www.balajiamines.com.

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

- Each and every consignment goes with our MSDS which will enable our consumers how to handle and use in any situation

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

- Each customer relationship in Balaji Amines has a business continuity mechanism to handle any disruption of services/products and a suitable communication plan..

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)

- No.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

- In fiscal 2023, there were no substantiated complaints received concerning breaches of customer privacy from outside parties and regulatory authorities.

b. Percentage of data breaches involving personally identifiable information of customers

- Not Applicable