



Life's god with our chemistry

Archean Chemical Industries Limited

04th July 2023

BSE Limited
Listing Operations
Phiroze Jeejeebhoy Towers Dalal Street
Mumbai-400001
Scrip Code- 543657

National Stock Exchange of India Limited
Exchange Plaza
Bandra-Kurla Complex, Bandra (E)
Mumbai-400051
Symbol-ACI

Dear Sirs,

Sub: Business Responsibility and Sustainability Report for the Financial Year 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.

The above information will also be available on the website of the Company at www.archeanchemicals.com

Kindly take the same on record.

Thanking you

Yours faithfully
For Archean Chemical Industries Limited

G Arunmozhi
Company Secretary & Compliance Officer
M. No. A-18119

Enc- as above



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24298TN2009PLC072270
2	Name of the Listed Entity	Archean Chemical Industries Limited (Company / Archean Chemical)
3	Year of incorporation	14.07.2009
4	Registered office address	No.2, North Crescent Road, T Nagar, Chennai, Tamil Nadu 600017
5	Corporate address	Not Applicable
6	E-mail	info@archeanchemicals.com
7	Telephone	044-61099999
8	Website	www.archeanchemicals.com
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	BSE and NSE
11	Paid-up Capital	Rs. 24,61,05,978
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. G Arunmozhi, Mobile : 9176000955 Email: arunmozhi@archeanchemicals.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)	Disclosures made in this report are on a standalone basis and pertain only to Archean Chemical Industries Limited.

I. Products/services

14. Details of business activities (accounting for 90% of the turnover): No product is contributing 90% of the turnover however, percentage wise turnover is given in point 15.

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Production of Marine Chemicals	Manufacturing, distribution, sales and marketing of Marine Chemicals.	99.90% Turnover

* No single product sold by the company account for more than 90 percent of the Turnover.

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

Sl. No.	Product/Service	NIC Code	% of Turnover of the entity
1.	Production of Marine Chemicals	08932, 08919	99.90%

* No single product sold by the company account for more than 90 percent of the Turnover.

II. Operations

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

Location	Number of Plants	Number of Offices	Total
Hajipir (Gujarat)	1	-	1
Chennai (Tamil Nadu)	-	1	1
Gandhidham (Gujarat)	-	1	1

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	8 (Eight)
International (No. of Countries)	10 (Ten)

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

For FY 2022-23, the exports contribution was 72.52%.

c. A brief on types of customers

All the customers of the company are industrial customers. Their end users are in agriculture, Pharmaceuticals, water treatment, flame retardant, Oil, gas & energy storage, Chloralkaline Chemicals, Food & Beverage, medical uses, aluminium, glass, and textile industry. The company is serving to 52 such customers in which 27 are global and 25 are in domestic market.



III. 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)
Employees						
1	Permanent (D)	265	259	98%	6	2%
2	Other than Permanent (E)	371	371	100%	NA	NA
3	Total Employees (D+E)	636	-	-	-	-
Workers						
4	Permanent (D)	NA	NA	NA	NA	NA
5	Other than Permanent (E)	NA	NA	NA	NA	NA
6	Total Workers (D+E)	NA	NA	NA	NA	NA

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)	NA	NA	NA	NA	NA
2	Other than Permanent (E)	NA	NA	NA	NA	NA
3	Total differently abled Employees (D+E)	NA	NA	NA	NA	NA
Differently abled Workers						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	Total differently abled Workers (F+G)	NA	NA	NA	NA	NA

19. Participation/Inclusion/Representation of women

	Total (A)	No. and Percentage of Female	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67
Key Management Personnel	3	0	0

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current Financial year)			FY 2021-22 (Turnover rate in previous Financial year)			FY 2020-21 (Turnover rate in the year prior to the previous financial year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	33%	0	33%	31%	1%	32%	16%	1%	17%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

21. (a) 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.	Acume Chemicals Private Limited	Subsidiary	100	No

V. CSR Details

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

Yes, CSR is applicable for Archean Chemical as per section 135 of Companies Act, 2013.

i. Turnover (in Rs. Lakhs)- 144106.59

ii. Net worth (in Rs. Lakhs)- 143251.91

VI. 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			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
Communities	Yes, External Grievance policy https://www.arceanchemicals.com/wp-content/uploads/2023/03/External-Grievance-Mechanism-ACIL-2023.pdf	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than share-holders)	Yes, External Grievance Policy https://www.arceanchemicals.com/wp-content/uploads/2023/03/External-Grievance-Mechanism-ACIL-2023.pdf	Nil	Nil	Nil	NA	NA	NA
Share-holders	https://scores.gov.in/admin/Chk_login.html	9	0	Nil	NA	NA	NA
Employees & Workers	Yes, Internal Grievance policy https://www.arceanchemicals.com/wp-content/uploads/2023/03/Internal-Grievance-Policy-ACIL-2023.pdf	Nil	Nil	Nil	NA	NA	NA
Customers	Yes, External Grievance Policy https://www.arceanchemicals.com/wp-content/uploads/2023/03/External-Grievance-Mechanism-ACIL-2023.pdf	Nil	Nil	Nil	NA	NA	NA
Value chain Partners	Yes, External Grievance Policy https://www.arceanchemicals.com/wp-content/uploads/2023/03/External-Grievance-Mechanism-ACIL-2023.pdf	Nil	Nil	Nil	NA	NA	NA

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

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	Reduced Impact on Biodiversity	Opportunity	Brand Reputation	Tree plantation drives & green zone development	Opportunity-to enhance environment
2	Water management- Rainwater utilisation	Opportunity	Conservation of ground water	Rainwater is harvested and stored in pond and utilised	Opportunity-to enhance environment

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 Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs has updated and adopted nine areas of Business Responsibility. These are briefly as under:

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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									
https://www.archeanchemicals.com/wp-content/uploads/2023/03/IMS-POLICY.pdf https://www.archeanchemicals.com/wp-content/uploads/2023/05/Equal-Opportunity-Policy.pdf https://www.archeanchemicals.com/wp-content/uploads/2023/06/Business-Responsibility-and-Sustainability-Policy.pdf https://www.archeanchemicals.com/wp-content/uploads/2023/05/Supplier-Sustainability-Code-of-Conduct.pdf https://www.archeanchemicals.com/wp-content/uploads/2023/05/Anti-Bribery-and-Anti-Corruption-Policy.pdf									
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.	<p>The business upholds NICER Globe's IMS (Integrated Management System) standard (Safe transport of Chemicals) and Archean Chemical is an IBP member (India Bromine platform).</p> <p>The company intend to collaborate with the ICC (Indian Chemical Council) and CCPS (Centre for Chemical Process Safety).</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Moving forward, the company will define goals and objectives.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Each principle's performance will be evaluated on a regular basis by the senior leadership team.								
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)	Archean Chemical is dedicated to incorporating environmental, social, and governance (ESG) principles into its operations. By enhancing the effects of products on health, safety, and the environment throughout their lifecycles, it complies with the principles of product stewardship. In order to improve the standard of living in the areas it serves.								

	<p>Climate, Resources (Energy & Water), Waste Management, and Nature & Biodiversity are included in the environmental implications. IMS policy for Safety, Health & Environment (SHE) has been adopted by the company.</p> <p>The business is dedicated for using ethical business practises that are good for the community, the workforce, and human capital. Clean, safe, healthy, and equitable working conditions are offered to employees and business partners.</p> <p>It aspires to be the preferred neighbour in the communities where it operates and supports the inclusive and equitable growth of those communities. The Company is also spending through CSR to meet these commitments.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Daxesh Mankad, Senior Management Personnel under the guidance of the Board of Directors and its Committees is responsible for implementation and oversee of the Business Responsibility policies.
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, Mr. Daxesh Mankad, Senior Management Personnel has been authorised for decision making on sustainability related issues.

10. Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As this is the first year of implementation of the company's business responsibility policies, the Senior Leadership Team will periodically review the policy.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The company has complied with the existing regulations relevant to the principles.																	

	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.	Archean Chemical has not carried out independent assessment of the working of their policies by an external agency.								



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

All the principles/guidelines are covered by policies.

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

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

- 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	During the year, the Board of Directors of the company (including its committees) has invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social and governance standards.		
Key Managerial Personnel	Archean Chemical has adopted Anti-Bribery and Anti-Corruption Policy. Training programmes will be given in the next financial year. Archean Chemical has POSH policy in place and three training programmes were held under POSH policy during the financial year (2022-23). Business Responsibility and Sustainability Policy, Equal Opportunity Policy, IMS Policy and Supplier sustainability Policy has already been adopted.		

Employees other than BoD and KMPs	Archean Chemical has adopted Anti-Bribery and Anti-Corruption Policy. Training programmes will be given in the next financial year. Archean Chemical has POSH policy in place and three training programmes were held under POSH policy during the financial year (2022-23). Business Responsibility and Sustainability Policy, Equal Opportunity Policy, IMS Policy and Supplier sustainability Policy has already been adopted.
Workers	Not Applicable

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): NIL

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	Not Applicable				
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Not Applicable				
Punishment					

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

Case Details	Name of the regulatory/ enforcement agencies / judicial institutions
Not Applicable	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.

The Company has adopted a comprehensive anti-bribery and anti corruption policy. The policy applies to all employees, directors, and associates of the company, as well as third parties acting on its behalf. The objective is to prevent and prohibit corruption, bribery, and similar acts. Employees are strictly prohibited from offering, promising, or granting anything of value to government officials, individuals, or entities to influence their actions or engage in business with the company. Accepting gifts and entertainment from clients or other parties that could compromise business judgment is also



prohibited. The policy emphasizes the responsibility of all stakeholders in enforcing and complying with the policy. Violations may result in criminal or civil liability, including potential prosecution and fines. The policy will be periodically reviewed and updated to incorporate changes in relevant regulations. A designated channel is provided for individuals to report potential violations. Weblink of anti-Bribery and anti-corruption policy is given below.

<https://www.arceanchemicals.com/wp-content/uploads/2023/05/Anti-Bribery-and-Anti-Corruption-Policy.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:

	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

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

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

Not Applicable

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
1	Road Safety	The Road safety programmes and awareness programmes to drivers and transporters are conducted yearly.

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, each director of the company is required to report their concerns or interests in the company, in other businesses or bodies corporate, in firms or other associations of individuals, as well as any changes to such interests, including shareholding, on an annual basis or upon any change.

In addition, the Directors must sign a declaration every year under the Code of Conduct affirming that they will always act in the best interests of the Company and that any other business or personal affiliations they may have will not create a conflict of interest with the Company's operations or their respective roles within them. Additionally, the Senior Management certifies yearly that they haven't engaged in any significant financial or business transactions that can potentially conflict with the interests of the Company.

PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

- 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	INR 62.3 crore paid in this financial year as advance	NA	Investment of INR 1.29 crore for solving of battery technologies that can be sourced sustainably and contributes to the environmental betterment
Capex	Out of the total cost of INR 7.3 crore we have paid INR 2.2 crore during the year	NA	Investment of INR 7.3 crore for reducing the carbon usage and emissions at site by installing Solar system.

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

Yes, the Company follow sustainable procurement practices in which it source materials locally and optimize distance and time travelled by raw materials, to reduce fuel consumption as well as emissions.

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

The supply chains are integrated, which facilitate optimum utilization of raw materials, recycling of waste and efficient logistics operations, focusing on sustainability.

- Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The Company does not have any specific product to reclaim at the end of life. However, at the project and operation sites, there are systems in place to recycle, reuse and dispose in line with regulatory requirement for the above waste being generated during the course of constructions and operations.

Plastics (including packaging) – Sold to authorized recyclers

E-waste –Sold to authorized recyclers

Hazardous waste and other waste – Sold to authorized recyclers

- 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.



EPR is not applicable as the major business of the Company is manufacturing of chemical compound. There is no specific plastic, electrical and electronic product manufactured where EPR is applicable under E-Waste Management.

The business produces intermediate goods (input materials) for its clients, who then turn those goods into completed goods. As a result, when our customers recycle these products through authorized recyclers, the packaging materials for these goods are turned into pre-consumer plastic trash. Plastic waste from packing materials used as input into products is recycled by authorized recyclers.

Leadership Indicators

- 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?

No, the Company has not conducted any LCA study in the Financial Year 2022-23.

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.
Nil	Nil	Nil	Nil	Nil	Nil

- 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
Nil	Nil	Nil

- 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	FY 2021-22
Nil	Nil	Nil

- 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:

Not applicable, as the Company does not have any specific product reclamation at the end of the product life.

	FY 2022-23			FY 2021-22		
	Re-used	Re-cycled	Safely Disposed	Re-used	Re-cycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

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

PRINCIPLE-3

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day-care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	259	259	100%	259	100%	-	-	-	-	-	-
Female	6	6	100%	6	100%	6	100%	-	-	-	-
Total	265	265	100%	265	100%	6	100%	-	-	-	-
Other than Permanent Employees											
Male	371	-	-	371	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	371	-	-	371	100%	-	-	-	-	-	-

- b. Details of measures for the well-being of workers: Not Applicable

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day-care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA



2. Details of retirement benefits, for Current Financial Year 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%	NA	Yes	100%	-	NA
Gratuity	100%	NA	Yes	100%	-	NA
ESI	NA	NA	NA	NA	-	NA
Others- Please specify	-	NA	-	-	-	-

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, most of the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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, Equal Opportunity Policy for Persons with Disabilities (PwD) adopted by the Company. The policy aims to provide fair and impartial opportunities for persons with disabilities in the recruitment process and create a barrier-free working environment. It seeks to protect and safeguard the rights and interests of persons with disabilities, eliminate unlawful discrimination, and promote inclusion and respect. Weblink of the policy is <https://www.arceanchemicals.com/wp-content/uploads/2023/05/Equal-Opportunity-Policy.pdf>

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

Gender	Permanent Employee		Permanent Worker	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than permanent workers	NA
Permanent Employees	Yes, the person who feels wronged must express their grievance in writing or in person to the immediate officer or supervisor of the relevant department. This grievance must be acknowledged, and within 10 days of receiving the complaint, the manager or HOD must send the employee a written response with the manager's or HOD's signature outlining the actions taken.

Other than permanent employees	Yes, the person who feels wronged must express their grievance in writing or in person to the immediate officer or supervisor of the relevant department. This grievance must be acknowledged, and within 10 days of receiving the complaint, the manager or HOD must send the employee a written response with the manager's or HOD's signature outlining the actions taken.
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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©	No. of employees / workers in respective category, who are part of association(s) or Union(D)	% (D/C)
Total Permanent Employees	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total Permanent Worker	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

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	259	259	100%	259	100%	242	242	100%	242	100%
Female	6	6	100%	6	100%	5	5	100%	5	100%
Total	265	265	100%	265	100%	247	247	100%	247	100%
Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA



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	259	259	100%	242	242	100%
Female	6	6	100%	5	5	100%
Total	265	265	100%	247	247	100%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

10. Health and safety management system

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

Yes, The Safety & Health Management system includes all manufacturing facilities, offices, research labs, and supply chain partners, and it ensures the environment's protection as well as the health and safety of its staff, contractors, guests, and other important stakeholders.

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

Processes related to identify work related hazards and risks are in pipe-line and they will be adopted in the next fiscal year .

1. Hazard Identification of Various Routine and Non-Routine Activities

- i) Classifying work activities
- ii) Identifying hazards and describing hazardous events
- iii) Identify risk controls
- iv) Determine risk

2. Risk Assessment for Identified Hazard

- i) Estimation of the potential severity of consequence
- ii) Estimating the likelihood (degree of certainty/uncertainty)
- iii) Categorisation of Risks levels (Intolerable, Substantial and Moderate risk levels are unacceptable risk and trivial and tolerable levels are acceptable risks)

3. Actions & Time Scale

- i) Based on the Risk Level, risk reduction/control measures implemented within defined timelines
- ii) Ensure controls are maintained

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes. The process is available at all the locations. The processes include direct interaction with controller or safety officer, suggestion box, approaching the Safety Committee.

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

Yes, we have Group Medclaim Policy, Group Personal Accident Policy & Employer Liability Policy.

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	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

All the personnel of the Company are protected against occupational hazards by:

- Displaying the greatest levels of corporate behavior towards its customers, workers, and the community in which it operates.
- Developing, implementing, and maintaining company-wide systems that adhere to corporate standards as well as legal mandates for environmental preservation and worker safety.
- Giving engineering control over the management and removal of risks from the system.
- Utilizing cutting-edge technology to ensure health and safety.
- Celebrating Safety Week and holding competitions to motivate people to work safely.
- IS 45001 implementations for high level safety structures

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	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 (by entity or statutory authorities or third parties)
Health & Safety practices	Third party safety audit –Once in every two years
Working conditions	Third party safety audit –Once in every two years



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.

No necessity for corrective action as there is no significant risk/concerns reported during the year 2022-23.

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, the Company has extended life insurance package for all employees.

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 remittance of statutory dues by value chain partners while processing their invoices on a regular basis with periodic audits.

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	Nil	Nil	Nil	Nil
Workers	NA	NA	NA	NA

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. Financial Management (investment planning, returns planning), retirement planning, saving scheme related, awareness Programs are conducted.

5. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties) % of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation during the vendor induction process and while signing MOU/Work Order Agreement.
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 no significant risk/concern was reported on health, safety and/or working conditions in value chain partners, no corrective actions taken.

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.

Stakeholders are any individual, group, etc. who is impacted by the Company's business operations and projects. The key stakeholders for the company are any such person or group that enhances the business and has a stronger impact on it. Employees, shareholders/investors, distributors, customers, channel partners, research analysts, vendors, suppliers, regulators, and governmental organisations are just a few of the essential stakeholders.

Such essential stakeholders are identified using a qualitative method. Along with senior management and the board, consultation with and input from many departments are obtained during this process.

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
Investors	No	Mail, Advertisements in Newspaper, Virtual Meetings and website.	Quarterly, Half-yearly, Annually and as and when needed.	Announcing the financial results to the investors, postal ballot educating and encouraging the shareholders to exercise their voting rights in shareholders meetings.
Employees	No	Emails, Notices and other communication mechanisms	Frequent and need based	Follow up for group meetings and compliances with policies of the company
Leadership	No	Emails, Notices and other communication mechanisms	Frequent and need based	Follow up for group meetings and compliances with policies of the company
Local Communities	No	Directly or through CSR foundation	Frequent and need based	Support socially/by CSR activities to satisfy needs of society/ communities
Customers	No	Multiple Channel- Physical and digital	Frequent and need based	Through distributors and also direct interaction



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 management of the company frequently communicates with important parties, such as investors, clients, vendors, employees, etc.

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. The identification and management of significant environmental and social issues are supported by stakeholder dialogue. Continuous interactions with the local community, distributors, suppliers, and government regulatory agencies led to the establishment of the company's environmental and social policies.

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

The company actively supports education and takes the necessary action to uplift the under privileged in society, either directly or through its industrial facilities. In addition to these, the company strives to advance healthcare, provide access to daily drinking water, raise awareness of issues related to mental health, the environment, rural development, water and sanitation, and many other pertinent areas. In the corporate social responsibility report, specific CSR actions are listed.

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	265	265	100%	247	247	100%
Other than permanent	371	371	100%	346	346	100%
Total Employees	636	636	100%	593	593	100%
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

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/A)		No. (E)	% (E/D)	No. F	% (F/D)
Employees										
Permanent										
Male	259	0	0	259	100%	242	0	0	242	100%
Female	6	0	0	6	100%	5	0	0	5	100%
Other than Permanent										
Male	371	281	75.74%	90	24.68%	346	276	79.76%	70	20.23%
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in Rs.)	Number	Median remuneration/ salary/ wages of respective category (in Rs.)
Board of Directors (BoD)	1	549.77 Lakhs	Nil	Nil
Key Managerial Personnel	2	61 Lakhs	Nil	Nil
Employees other than BoD and KMP	262	5.51 Lakhs	6	6.78 Lakhs
Workers	NA	NA	NA	NA

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

Yes, Company has HR Department to address the human rights issues.

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

Yes, All grievances are addressed as and when received by the respective Manufacturing Unit Heads/Project Managers/Business Unit Heads through Admin/IR in coordination with HR. All the



grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance from regulatory authority is sought.

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

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

The Company has a Whistle Blower Policy and POSH Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour, or noncompliance which may have a detrimental effect on the organisation, including financial damage and impact on brand image. Also, the Code of Conduct of the Company requires employees to behave responsibly in their action and conduct. Apart from that, the Company has Committees at every location for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take actions.

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

Yes. Statutory and regulatory requirement clauses stipulate regarding human values, child labour, equal remuneration and social security.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100% through statutory compliance
Discrimination at workplace	100% through statutory compliance
Child Labour	100% through statutory compliance
Forced Labour/Involuntary Labour	100% through statutory compliance
Wages	100% through statutory compliance
Other human rights related issues	100% through statutory compliance

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

No risk/concern has arisen and there is no necessity for corrective action.

Leadership Indicators

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
No Grievance/complaints received and there was no necessity for modification of business process.
- Details of the scope and coverage of any Human rights due diligence conducted.
Through awareness and legal & regulatory requirements compliances at all levels through our HR & Safety audit are conducted on periodical basis.
- 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?
Most of the permanent facilities and office buildings of Archean Chemical are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.
- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%. All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligations.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Other human rights related issues	

- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.
There is no risk identified. Hence no corrective action has been taken.

PRINCIPLE-6

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	57222.2 (in MWH)	46917.80 (in MWH)
Total fuel consumption (B)	Coal- 87391 (in MT) Diesel- 39673 (in Ltrs)	Coal- 85099 (in MT) Diesel- 41326 (in Ltrs)
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	Different units in Measurement, hence total energy consumption is non-measurable.	Different units in Measurement, hence total energy consumption is non-measurable.



Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	Different units in Measurement, hence total energy consumption is non-measurable.	Different units in Measurement, hence total energy consumption is non-measurable.
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.

No independent assessment/ evaluation/assurance has been carried out by an external agency.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
i) Surface water	Nil	Nil
ii) Ground water	Nil	Nil
iii) Third Party water	Nil	Nil
iv) Sea water/ Desalinated water	5420250 Kilolitres	3968645 Kilolitres
v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5420250 Kilolitres	3968645 Kilolitres
Total volume of water consumption (in kilolitres)	2003238 Kilolitres	3874209 Kilolitres
Water intensity per rupee of turnover (Water consumed / turnover)	0.00037	0.00034
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Yes, Acidic brine discharge from feed enrichment section is allowed to pass through salt bed neutralizing area, to neutralize partially and then allowed to get diluted with fresh brine of sufficient quantity to obtain ph. 6.7 and then sent for recycling into solar pond.

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

Parameters	Please Specify unit	FY 2022-23	FY 2021-22
NOx	NM ³	12.77	8.58
SOx	NM ³	82.47	17.40
Particulate matter (PM)	NM ³	44	39
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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

Yes. Kadam Environmental Consultants have done the Independent Assessment.

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

Parameters	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	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 independent assessment/ evaluation/assurance has been carried out by an external agency

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

No

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



Parameters	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic Waste (A)	Plastic Discarded Containers -1.46 Poly Bag liners - 1	Plastic Discarded Containers -1.5 Poly Bag liners - 0.720
E-waste (B)	-	-
Bio-medical waste (C)	0.0091	0.01118
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	Waste Oil - 0.258 Sludge - 9260	Waste Oil - 0.635 ETP Sludge - 9078
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B + C + D + E + F + G + H)	9262.72	9080.86

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	3.246	2.855
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	3.246	2.855

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

Category of waste

(i) Incineration	Not Applicable	Not Applicable
(ii) Landfilling	Not Applicable	Not Applicable
(iii) Other disposal operations	Not Applicable	Not Applicable
Total	Not Applicable	Not Applicable

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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.

MS scrap - Being sold to local vendors

E-waste being disposed to PCB authorised agencies.

Plastic waste-sent to GPCB authorised agencies

Bio-medical waste Operating Occupational Health Centre (OHC) to provide basic first aid facilities within the premises. Bio-medical waste from this OHC is being regularly collected by Pollution control board authorized agent for onward treatment.

The Company ensures responsible waste management practices involving 100% safe disposal of Waste.

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.
1.	Hajpir Site	Manufacturing	Yes

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: (some information needs to be updated).

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
For commissioning of SOP and Bromine	F. NO. J-11011/149/2010-IA II (I)	09-06-2010	Yes	No	NA

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.

All the projects and industrial facilities of Archean Chemicals follow 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.

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
NA	NA	NA	NA	NA
NA	NA	NA	NA	NA

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	FY 2021-22
From Renewable sources		
Total electricity consumption (A)	Nil	Nil
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	Nil	Nil
From Non-Renewable sources		
Total electricity consumption (D)	57222.2 (MWH)	46917.80 (MWH)
Total fuel consumption (E)	87391	85099
Coal (MT)	39673	41326
Diesel (Litre)		
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	Different units of measurement, hence total energy consumption is Non Measurable.	Different units of measurement, hence total energy consumption is Non Measurable.

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

No independent assessment/ evaluation/assurance has been carried out by an external agency

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

3. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres): Not Applicable
 For each facility / plant located in areas of water stress, provide the following information:
- Name of the area
 - Nature of operations
 - 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	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(v) Others		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
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. :

No independent assessment/ evaluation/assurance has been carried out by an external agency.



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 CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	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 independent assessment/ evaluation/assurance has been carried out by an 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.

Archean Chemical 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
Nil	Nil	Nil	Nil

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

The Company has established emergency preparedness plans at each project site to deal with the emergency situations. It also provides response procedures for preventing and mitigating the hazard & risk and environmental impacts arising from emergency situations including the provision for first aid. In the event of any occurrence of an emergency, the same shall be investigated and appropriate preventive measures would be initiated to avoid recurrence in future. Relevant information and training related to emergency preparedness and response shall be provided to the interested parties. The duties and responsibilities of all the workers are being communicated periodically.

Yes, on-site and off-site emergency preparedness plan is in place. Weblink of the same is given below <https://www.archeanchemicals.com/wp-content/uploads/2023/03/ONSITE-EMERGENCY-PLAN.pdf>

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 significant impact to the environment has been seen.

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.

Two

- 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	Export Inspection Council / Agency	Chennai and Gandhidham
2	Andhra Chamber of Commerce,	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.

Name of authority	Brief of the case	Corrective action taken
Not Applicable	Not Applicable	Not Applicable

Leadership Indicators

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

S. No.	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
NA	NA	NA	NA	NA	NA

PRINCIPLE-8

Business 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
NA	NA	NA	NA	NA	NA

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	Amounts paid to PAFs in the FY (In INR)
NA	NA	NA	NA	NA	NA



3. Describe the mechanisms to receive and redress grievances of the community.
External grievances policy is in place to receive and redress grievances of the community.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	INR 344.2 crore	INR 326.1 crore
Sourced directly from within the district and neighbouring districts	Within Gujarat - INR 325.2 crore Outside Gujarat - INR 5.4 crore	Within Gujarat - INR 315.3 crore Outside Gujarat - INR 6.2 crore

Leadership Indicator

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	NA
NA	NA

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

S.No.	State	Aspirational District	Amount Spent (In INR)
1	Gujarat	Kutch	1,19,66,621
2	Tamil Nadu	Chennai	33,60,387

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

No such preferential procurement policy exists as of now.

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

Not applicable

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

Not applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1.	Catholyte Material for aqueous flow battery	No, the Company is licensing it from IITM	No benefits shared yet. As realized project yet to commence.	-

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	NA	NA

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	ENVIRONMENTAL SUSTAINABILITY		
	Vaccine of Goat Pox	40000 Vaccine dose	Donated to Government Veterinary Hospital - Bhuj
	Tree Plantation / green development at Smritivan -Bhuj	2000 numbers	Smritivan constructed in memory of earthquake victims, inaugurated on 26th January 2023 by State Government authorities
2	PREVENTIVE HEALTHCARE		
	Eye check-up camp arranged in Hajipir village	110 patients availed this benefit	100% patients treated
	Mobile Clinic Services in surrounding villages	1000 patients in a month	Total 10 villages covered every week in a month
3	Promoting Education & Hajipir School renovation / repairing	235 students	Hajipir School repairing / renovation completed.
4	Rural / Community Development	1,00,000 pilgrims availed our camp facilities arranged during Hajipir / Matana Matt Mela	
5	Drinking Water supply by tankers in Nara village / BSF camp area	3200 families benefited	60% of village population
6	Performing free Cataract Surgery for poor patients	350 patients	100% are from vulnerable and marginalized groups
7	Sustainable and affordable service for our Juvenile diabetes patients for their Insulin, Diagnostics and Doctor visit.	12 patients for a year	100% are from vulnerable and marginalized groups
8	Sponsorship Funds for educating and maintaining orphan and poor students.	13 students for a year	100% are from vulnerable and marginalized groups

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.

The Company has established effective mechanisms to receive and respond to consumer complaints and feedback. The company values customer satisfaction and actively encourages customers to provide their feedback, address any concerns, and report complaints. Here are the mechanisms in place:

- **Customer Service Department:** The Company has a dedicated customer service department that serves as the primary point of contact for customers. Customers can reach out to this department through various channels such as phone, email, or online forms to register their complaints or provide feedback.
- **Complaint Management System:** The Company has implemented a complaint management system to ensure that all customer complaints are properly recorded, tracked, and addressed. This system helps in streamlining the complaint handling process and ensures that no complaint goes unnoticed or unresolved.



- **Multiple Communication Channels:** The Company provides customers with multiple communication channels to lodge complaints or share feedback. These channels may include phone helplines, email addresses, online contact forms, and even dedicated complaint submission portals on the company's website. This approach ensures that customers can choose the most convenient method to express their concerns.
- **Escalation Procedures:** In cases where a customer complaint remains unresolved or the customer is dissatisfied with the initial response, the Company has escalation procedures in place. These procedures ensure that complaints are promptly escalated to higher-level management or specialized teams for further investigation and resolution.
- **Timely Response and Resolution:** The Company strives to provide timely responses to customer complaints and feedback. Upon receiving a complaint, the customer service team initiates an investigation and works towards resolving the issue promptly. The Company aims to maintain transparent communication with customers throughout the resolution process.
- **Continuous Improvement:** The Company views customer complaints and feedback as opportunities for improvement. Feedback received is analyzed, and necessary actions are taken to address the underlying issues and prevent similar occurrences in the future. This commitment to continuous improvement helps in enhancing customer satisfaction and maintaining high service standards.
- **Feedback Surveys:** The Company may conduct customer feedback surveys periodically to gauge overall customer satisfaction and identify areas for improvement. These surveys provide customers with an opportunity to share their opinions and suggestions, allowing the company to adapt its practices and policies accordingly.

By implementing these mechanisms, the Company demonstrates its commitment to addressing customer concerns, resolving complaints effectively, and continuously improving its products and services to meet customer expectations.

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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

3. Number of consumer complaints in respect of the following:

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	NA	NA	NA	NA	NA	NA
Advertising	NA	NA	NA	NA	NA	NA
Cyber-Security	NA	NA	NA	NA	NA	NA
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	NA	NA	NA	NA	NA	NA
Unfair Trade Practices	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA

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

	Number	Reason for Recall
Voluntary Recall	Nil	NA
Forced Recall	Nil	NA

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

Yes, Cyber Security Policy is available. <https://www.archeanchemicals.com/wp-content/uploads/2023/03/Cyber-Security-Policy.pdf>

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.

No issues reported 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.

Leadership Indicator

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

All the information on products and services are available on the website of the Company. (www.archeanchemicals.com)

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

Weblink of MSDS sheets/ Company brochures is as follows:

https://www.archeanchemicals.com/wp-content/uploads/2023/03/ACIL_Bromine.pdf

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

The products and services offered by Archean Chemical do not constitute in the category essential services and hence this disclosure is not applicable.

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

Yes, we are displaying information as per the applicable laws.

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- Not applicable.