



July 14, 2023

To,
BSE Limited
Corporate Relationship Department
25th Floor, Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai- 400001
Scrip Code: 543258

To
National Stock Exchange of India Limited
Exchange Plaza, Plot No. C-1, Block G,
Bandra Kurla Complex, Bandra (East)
Mumbai -400051
NSE Symbol: INDIGOPNTS

Dear Sir/Madam,

Sub: Intimation under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2022-23, which also forms part of the Annual Report for the Financial Year 2022-23.

A copy of BRSR is also available on the Company's website at <https://indigopaints.com/investors/annual-reports/>

This is for your information and records.

Thanking you.

For Indigo Paints Limited

DAYEETA | Digitally signed by
DAYEETA
SHRINIVAS
GOKHALE
GOKHALE | Date: 2023.07.14
15:09:58 +05'30'

Dayeeta Gokhale
Company Secretary
and Compliance Officer

Encl – as above



Business Responsibility and Sustainability Report

In terms of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended, Business Responsibility and Sustainability Report (BRSR) in the Annual Report is mandatory for the top 1000 listed companies, based on market capitalisation as on 31st March of every year. The BRSR is based on the format suggested by SEBI

SECTION A: GENERAL DISCLOSURES

I. DETAILS

1	Corporate Identity Number (CIN) of the Listed Entity	L24114PN2000PLC014669	
2	Name of the Listed Entity	INDIGO PAINTS LIMITED	
3	Year of incorporation	2000	
4	Registered office address	Indigo Tower, Street-5, Pallod Farm-2, Baner Road, Pune-411045, Maharashtra.	
5	Corporate address	Same as Registered Office Address	
6	E-mail	secretarial@indigopaints.com	
7	Telephone	020-66814300	
8	Website	www.indigopaints.com	
9	Date Of Start Of Financial Year	Start Date	End Date
	Financial Year	01-04-2022	31-03-2023
	Previous Year	01-04-2021	31-03-2022
	Prior To Previous Year	01-04-2020	31-03-2021
10	Name of the Stock Exchange(s) where shares are listed	a. BSE Limited (BSE) b. National Stock Exchange of India Limited (NSE)	
11	Paid-up Capital	₹ 47,58,82,820	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		
	Name Of Contact Person	Chetan Bhalchandra Humane	
	Designation	Chief Financial Officer	
	Contact Number Of Contact Person	020-66814300	
	Email Of Contact Person	secretarial@indigopaints.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).	The disclosures under this report are made on standalone basis for Indigo Paints Limited.	

II. PRODUCTS/SERVICES

14. Details of business activities

S. No.	Description of main activity	Description of business activity	% of turnover
1	Manufacturing	Manufacturing and supply of Paints, varnishes, enamels or lacquers	100

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	Manufacturing of Paints, varnishes, enamels or lacquers	202	100

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	5*	47	52
International	0	0	0

*Pudukkottai facility under trial production

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	36*
International (No. of Countries)	1

*Includes Union Territories

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

0.30%

c. A brief on types of customers

The Company is in the business of manufacturing, trading and selling of wide range of paints and allied products. It serves a diverse set of customers. It offers a wide range of paint and products for various applications, including decorative paints and wood finishes.

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		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
EMPLOYEES								
1.	Permanent (D)	788	776	98.48	12	1.52	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00	0	0.00
3.	Total employees (D + E)	788	776	98.48	12	1.52	0	0.00
WORKERS								
4.	Permanent (F)	60	40	66.67	20	33.33	0	0.00
5.	Other than Permanent (G)	605	523	86.45	82	13.55	0	0.00
6.	Total workers (F + G)	665	563	84.66	102	15.34	0	0.00

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
DIFFERENTLY ABLED EMPLOYEES								
1.	Permanent (D)	1	1	100.00	0	0.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00	0	0.00
3.	Total differently abled employees (D + E)	1	1	100.00	0	0.00	0	0.00
DIFFERENTLY ABLED WORKERS								
4.	Permanent (F)	0	0	0.00	0	0.00	0	0.00
5.	Other than Permanent (G)	0	0	0.00	0	0.00	0	0.00
6.	Total differently abled workers (F + G)	0	0	0.00	0	0.00	0	0.00

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	3	37.5
Key Management Personnel	2	0	0

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	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	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Permanent Employees	135	1	0	136	97	6	0	103	49	1	0	50
Permanent Workers	3	0	0	3	1	0	0	1	0	0	0	0

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

21. (a) Names of holding / subsidiary / associate companies / joint ventures

NA

VI. CSR DETAILS

22. CSR Details

Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
Turnover (in ₹)	1,07,333.43 Lakhs
Net worth (in ₹)	77,612.75 Lakhs

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	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	0	0	0	0	0	0
Investors (other than shareholders)	Yes	0	0	0	0	0	0
Shareholders	Yes	4	0	0	17	0	0
Employees and workers	Yes	0	0	0	0	0	0
Customers	Yes	42	3	0	56	2	0
Value Chain Partners	Yes	0	0	0	0	0	0

Notes-

Communities- All of the factories of the Company are located in the industrial areas. The factory managers regularly coordinate with the industrial representative bodies and local government bodies to address any grievances received from the local communities.

Investors and Shareholders- The Company has a dedicated email id i.e. secretarial@indigopaints.com on which the investors and shareholders can raise their grievances.

Employees and workers- The Company has in place Internal Complaints Committee and employees and workers can approach our HR Department for registering their grievances.

Customers- The Company has a dedicated email id and customer care phone number i.e. info@indigopaints.com and +91 2931281162 on which the customers can raise their grievances.

Value Chain Partners- The Company has a Supplier Code of Conduct in place to address the grievances raised by value chain partners.

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	Resource Use - Water Management	R	Water is a primary raw material in the manufacturing of water based paints.	Since the availability of water is restricted, the Company endeavors to use water judiciously. The Company has taken steps to install rain water harvesting facility at all of its factories. Also to recharge the ground water, the Company at one of its factory premises has created water recharging pond.	Negative Implications
2	Resource Use- Energy Consumption	R and O	Energy (Electricity) is a key input in the manufacturing process to run the factories.	Excess usage of electricity generated through fossil fuels impacts the environment negatively. The Company is actively implementing and exploring usage of energy generated from renewable resources including solar and wind. In our endeavor to minimize the usage of energy, the Company has already initiated the usage/ replacement to energy efficient machinery.	Negative and Positive Implications
3	People and Community	O	Employees and Community are the most important stakeholders.	The Company ensures safe and healthy work atmosphere by providing appropriate trainings and safety equipment. The Company also implements equal opportunity policy and prevention of child labor in all its offices and factories.	Negative and Positive Implications
4	Governance	O	The Company ensures highest level of corporate governance and compliances with the statutory authorities	-	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.

P1	Businesses should conduct and govern themselves with integrity 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 towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to 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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available			www.indigopaints.com/investors						
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*
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.	All policies conform to the applicable laws of the country, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and National Guidance on Responsible Business Conduct.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer to the Sustainability Initiatives Section forming a part of the Annual Report on Page 28								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Mr. Hemant Kamala Jalan, Chairperson and Managing Director of the Company is the director responsible for the business responsibility report. For the statement, refer to the Chairperson's Message on Page 04								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name- Mr. Chetan Bhalchandra Humane Designation- Chief Financial Officer								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).	Mr. Hemant Kamala Jalan, Chairperson and Managing Director oversees and periodically review Business Responsibility and Sustainability Initiatives of the Company.								

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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee	Director								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Director								
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
Performance against above policies and follow up action Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)	Ongoing								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)	Ongoing								

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.

No

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

Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									
The policies are reviewed on a periodic basis internally									

NA

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	3	Industry Overview, Business Strategy, Corporate Governance and ESG.	100
Key Managerial Personnel	3	Industry Overview, Market Research, Business Strategy, Corporate Governance and ESG.	100
Employees other than BoD and KMPs	10	Employee Well-Being (Health and Finance), Product and Systems Training.	62
Workers	4	Health and Safety	100

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

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

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

NA

4. Does the entity have an anti-corruption or anti-bribery policy?

Yes. The Company has the policy and is available on www.indigopaints.com/investor

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	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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

NA

avoiding, and disclosing any actual or potential conflicts of interest that may arise with the company.

To ensure transparency and compliance, the company obtains an annual declaration from the aforementioned individuals regarding their interests in other entities that could give rise to conflicts of interest. This allows the company to assess and address any potential conflicts in a timely manner.

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 implemented a Code of Ethics that applies to the Board of Directors, Key Managerial Personnel, and other members of Senior Management. This code provides clear guidelines for identifying,

Furthermore, the company ensures that all necessary approvals required by applicable laws are obtained before engaging in transactions with any related entities. This proactive approach helps demonstrate the company's commitment to upholding legal and regulatory requirements while safeguarding the interests of its stakeholders..

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	-	-	-
Capex	-	-	-

The Company is currently not maintaining this data separately, this data will be available in the subsequent years.

2. a. Does the entity have procedures in place for sustainable sourcing?

Yes. The company actively evaluates and sources raw materials that have lower environmental impacts, such as using water-based or low-VOC (Volatile Organic Compounds) formulations. The manufacturing base at Tamil Nadu is being expanded for the manufacturing of water-based paints. The use of green technology and bio-based material is increasing along with the growing awareness of climate change.

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

The Company is currently not maintaining this data separately, this data will be available in the subsequent years.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

- Plastics (including packaging)- As part Extended Producer's Responsibility (EPR), the Company has partnered with third party organizations for fulfillment of EPR Targets
- E-waste- Sent to Authorised Recyclers
- Hazardous waste- Sent to Authorised Recyclers
- other waste- Sent to Authorised Recyclers and some processed wastes are reused/recycled internally by the Company.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

Yes, EPR is applicable to the Company. The Company is registered with CPCB. The Company has initiated post-consumer waste management projects with Third party vendors as a part of EPR to ensure safe disposal of pre-consumer and post-consumer packaging. For the FY 22-23, the Company collected and recycled off, or safely disposed-off over 1957 MT rigid and 277 MT of flexible plastic waste respectively.

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	776	776	100.00	776	100.00	0	0.00	0	0.00	0	0.00
Female	12	12	100.00	12	100.00	12	100.00	0	0.00	0	0.00
Total	788	788	100.00	788	100.00	12	100.00	0	0.00	0	0.00
Other than Permanent employees											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	40	0	0	40	100.00	0	0	0	0	0	0
Female	20	0	0	20	100.00	20	100.00	0	0	0	0
Total	60	0	0	60	100.00	20	100.00	0	0	0	0
Other than Permanent workers											
Male	523	0	0	0	0	0	0	0	0	0	0
Female	82	0	0	0	0	0	0	0	0	0	0
Total	605	0	0	0	0	0	0	0	0	0	0

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

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

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

If so, provide a web-link to the policy.

www.indigopaints.com/investors

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

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

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers	The Company has implemented a Whistleblower Mechanism to facilitate the resolution of grievances and promote the reporting of unethical behavior, incidents, fraud, or violations. To enable direct communication with the Audit Committee Chairman or Members of the Audit Committee, a dedicated email ID has been created for employees to use.
Permanent Employees Other than Permanent Employees	Additionally, the Company adopts an open-door policy, allowing employees and workers to express their concerns to their immediate superiors or the Human Resource Department. This approach emphasizes the importance of effective communication and ensures that employees have multiple channels through which they can report any issues or grievances. Through these initiatives, the Company actively encourages transparency, accountability, and the prompt resolution of misconduct. By fostering an environment that values integrity, employees are empowered to come forward with their concerns, knowing that they will be addressed without fear of reprisal.

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	788	0	0	708	0	0
- Male	776	0	0	681	0	0
- Female	12	0	0	27	0	0
- Others	0	0	0	0	0	0
Total Permanent Workers	60	34	56.66	63	37	58.73
- Male	40	26	65	43	29	67.44
- Female	20	8	40	20	8	40
- Others	0	0	0	0	0	0

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	776	609	78.47	543	69.97	681	315	46.10	315	46.10
Female	12	12	100.00	12	100.00	27	25	92.59	25	92.59
Others	0	0	0	0	0	0	0	0	0	0
Total	788	621	78.81	555	70.43	708	340	48.02	340	48.02
Workers: FY 2022-23:										
Male	563	563	100.00	451	80.10	136	100	73.52	100	73.52
Female	102	102	100.00	92	90.19	94	75	79.78	75	79.78
Others	0	0	0	0	0	0	0	0	0	0
Total	665	665	100.00	543	81.65	230	175	76.08	175	76.08

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	776	776	100	681	681	100
Female	12	12	100	27	27	100
Others	0	0	0	0	0	0
Total	788	788	100	708	708	100
WORKERS						
Male	563	563	100	133	133	100
Female	102	102	100	94	94	100
Others	0	0	0	0	0	0
Total	665	665	100	227	227	100

10. Health and safety management system:

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

The Company places a strong emphasis on the health and safety of its employees and workers, making it a top priority. To achieve this, the Company has established comprehensive Occupational Health and Safety management systems. These management systems are designed to ensure the well-being of individuals within the organization by providing a structured framework for identifying, assessing, and managing occupational health and safety risks. They encompass a range of policies, procedures, and protocols that address various aspects of workplace safety.

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

The Company has established various procedures to assess risks on both routine and non-routine bases. Job Safety Analysis involves systematically evaluating job tasks and identifying potential hazards associated with them. By analyzing each step of a job, the Company can proactively mitigate risks and implement necessary safety measures.

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

The Company has established procedures to enable workers to report work-related hazards effectively. Moreover, the Company has implemented systems for reporting Hazard Near-Miss incidents.

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

Yes, all employees are covered under Company's health insurance and personal accident 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	18.30	16.28
	Workers	0	0
Total recordable work-related injuries	Employees	8	7
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Creating a safe and healthy workplace has been a primary focus for our paints manufacturing Company. We recognize the significance of ensuring safety, particularly within our manufacturing plant. To achieve this, we have implemented various measures to address physical health and safety requirements, adhere to statutory regulations, and promote a strong safety culture. Some of the measures we have taken are as below:

Establishing and Implementing Safety Policies: The Company has developed and communicated clear safety policies that outline expectations, rules, and procedures for maintaining a safe work environment. These policies broadly cover areas such as hazard identification, reporting mechanisms, emergency response protocols, and safety training requirements.

Conducting Risk Assessments: The Company regularly assess workplace hazards and risks to identify potential

sources of harm or danger. This involves conducting thorough inspections, engaging employees in hazard identification, and utilizing risk assessment techniques. The findings are used to implement appropriate controls and mitigation measures.

Providing Safety Training and Education: The Company ensures that all employees receive proper safety training and education relevant to their roles and the specific hazards they may encounter. This includes training on safe work practices, proper equipment usage, emergency procedures, and any specific regulations or standards applicable to the industry.

Maintaining Proper Safety Equipment and Facilities: The Company maintains appropriate safety equipment, tools, and personal protective equipment (PPE) necessary for employees to perform their work safely. It also ensures that safety equipment is regularly inspected, maintained, and replaced when necessary. Additionally, the company strives to keep the workplace clean, organized, and free from potential hazards.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year:

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

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

In order to address safety-related incidents, a thorough root cause analysis is conducted by a dedicated team. This analysis is closely monitored and reviewed by the central quality and safety team. Based on the identified root causes, appropriate corrective measures are implemented, such as eliminating man-machine interaction or improving inadequate guarding. To ensure that these corrective actions are effectively implemented across all manufacturing locations, a horizontal deployment approach is adopted. This means that the corrective measures and their implementation guidelines are shared horizontally with all manufacturing locations. This allows for a comprehensive assessment of the proposed actions and facilitates their implementation in a consistent manner throughout the organization. By employing this approach, the company aims to ensure that the identified safety issues are addressed effectively, promoting a safer working environment across all manufacturing locations.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes/No) (B) Workers(Yes/No):

The management of the Company places a high priority on the well-being of its employees. In the event of an unfortunate death of an employee or worker, the Company is committed to supporting the next of kin and the family. This support includes assisting them in claiming their legally entitled dues and benefits, as per the Company's policy that is periodically reviewed and updated. The Company recognizes the significance of addressing the financial entitlements of the bereaved family during this difficult period and aims to provide the necessary assistance and support they require.

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 is firmly committed to complying with applicable legislations and rules. It actively communicates and provides necessary information to its value chain partners to facilitate the deduction of statutory dues. Additionally, the Company diligently undertakes efforts to ensure that all transactions adhere to the requisite regulations by deducting and depositing the applicable statutory dues as mandated. By implementing these measures, the Company upholds its responsibility to meet legal obligations and maintain strict compliance with the applicable regulatory framework.

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.

Identifying the stakeholders and engaging with them is critical to the Company's CSR and Health, Safety and Environment (HS&E) policies. Your Company has broadly identified six groups covering both internal and external stakeholders as follows:

- Employees
- Local communities
- Regulatory authorities
- Customers and Dealers
- Shareholders
- Suppliers and other business partners

Your company undertakes its CSR for overall betterment of the community with special emphasis on activities for the benefit of the poor and the needy segments of the society. Your company has also initiated training programs for applicators to enhance their skills in collaboration with the Paints & Coatings Skill Council. Your company endeavors to maintain a healthy stakeholder engagement, allow participation wherever possible and promote a collective decision-making 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
Employees	No	E-mail	Quarterly	<ul style="list-style-type: none"> Competitive rewards and remuneration Health and safety Performance evaluation and recognition
Local Communities	Yes	Community Meetings	Ongoing	Community development programmes through CSR initiatives
Regulatory Authorities	No	E-mail	Ongoing	<ul style="list-style-type: none"> Compliance with rules and regulations Timely reporting through various compliance-based forms
Customers	No	Interaction through digital media; E-mail; Advertisements; Website	Need-Based	<ul style="list-style-type: none"> New and innovative products, as per latest market requirements Easy access to products and services
Shareholders	No	E-mail	Need-Based	<ul style="list-style-type: none"> Corporate Governance Regulatory Compliances Overall Company Performance
Dealers, Suppliers and other Business partners	No	E-mail	Need-Based	<ul style="list-style-type: none"> Pricing and favourable terms of payment Timely clearance

LEADERSHIP INDICATORS

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

Community, that the Company is a part of is an important stakeholder to the Business. The Company, having worked with the community understands their specific requirements and develop CSR programmes that can meet specific requirements of the community it serves. This is then implemented post identification of the needs, the Company embarks upon multiple, structured and well planned CSR projects. The CSR projects of the Company aims to focus on a social transformation in the life of our disadvantaged, vulnerable and marginalised stakeholders. The Company ensures that the CSR Funds are utilised in an optimum manner that uplifts the weaker sections of the society. The Company has undertaken various CSR initiatives on medical health and support, education support and women empowerment amongst the others.

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	788	712	90.36	645	620	96.12
Other than permanent	0	0	0.00	0	0	0.00
Total Employees	788	712	90.36	645	620	96.12
WORKERS						
Permanent	60	56	93.33	63	51	80.95
Other than permanent	605	584	96.53	164	158	96.34
Total Workers	665	640	96.24	227	209	92.07

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	788	0	0	788	100	645	0	0	645	100
Male	776	0	0	776	100	634	0	0	634	100
Female	12	0	0	12	100	11	0	0	11	100
Others	0	0	0	0	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	60	0	0	60	100	63	0	0	63	100
Male	40	0	0	40	100	47	0	0	47	100
Female	20	0	0	20	100	16	0	0	16	100
Others	0	0	0	0	0	0	0	0	0	0
Other than permanent	605	0	0	605	100	164	0	0	164	100
Male	523	0	0	523	100	90	0	0	90	100
Female	82	0	0	82	100	74	0	0	74	100
Others	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 (BoD)	5	15,00,000	3	15,00,000
Key Managerial Personnel	2	30,24,283	0	0
Employees other than BoD and KMP	772	4,91,455	12	4,95,808
Workers	39	2,37,577	20	2,62,310

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)

The responsibility of recording and addressing human rights issues lies with the Human Resource team. However, the Company proactively focuses on prevention by providing training to employees on understanding human rights, recognizing its various forms, and the appropriate reporting procedures.

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

Any grievance regarding to human rights are reported to the Human Resource Team through a dedicated email id. The HR team validates the grievance and forwards the same to the internal committee for its consideration and action. The committee has to resolve the grievance within a stipulated timeline as mentioned in the HR Policy of the Company.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wagest	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

The Company maintains a culture of open communication that fosters a respectful and harassment-free environment. The Whistleblower Policy serves as a guideline and mechanism for protecting individuals who raise complaints or act as whistleblowers. Any complaints or disclosures made by whistleblowers are thoroughly investigated, ensuring strict confidentiality and protection against retaliation.

The Company takes all necessary precautions to safeguard the identity of the complainant or whistleblower. This includes treating the investigation process with utmost confidentiality and implementing measures to withhold their identity. The Company provides necessary safeguards to whistleblowers, allowing them to make protected disclosures in good faith regarding various areas outlined in the Code of Conduct. In relation to sexual harassment, the Company strictly adheres to the principles of Prohibition, Prevention, and Redressal, as outlined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH) and the corresponding Rules. The Company ensures that the investigation procedure maintains strict confidentiality and safeguards the identity of the complainant. The Company has established a POSH committee in compliance with the provisions of the Act.

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

Yes

9. Assessments for the year:

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

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

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.

The Company has established strong practices to actively discourage not just human rights but also other kinds of behavior that may be in contravention to the Company's Ethics policy and Code of Conduct.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, The Company strongly believes in the idea of providing equal opportunities to all its employees' and in lines with the same the Company is committed to make its premises accessible for differently abled employees & workers.

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	Please specify unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	GJ	17,794	16,000
Total fuel consumption (B)	GJ	535	533
Energy consumption through other sources (C)	GJ	0	0
Total energy consumption (A+B+C)	GJ	18,329	16,533
Energy intensity per rupee of turnover (Total energy consumption/ turnover in Crore rupees)	GJ	17.08	18.25
Energy intensity (optional) - the relevant metric may be selected by the entity	GJ	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes. Sprih Labs

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)

Not Applicable

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)			
(i) Surface water	kilolitres	0	0
(ii) Groundwater	kilolitres	0	0
(iii) Third party water	kilolitres	36,978	32,487
(iv) Seawater / desalinated water	kilolitres	0	0
(v) Others	kilolitres	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitres	36,978	32,487
Total volume of water consumption (in kilolitres)	kilolitres	36,978	32,487
Water intensity per rupee of turnover (Water consumed / Crore ₹ turnover)	Kilolitres/ Rs. Cr	34.46	35.86
Water intensity (optional) - the relevant metric may be selected by the entity	Kilolitres/ Rs. Cr	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

Sprih Labs

4. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes. All the facilities of the Company are Zero Liquid Discharge facilities. The effluents are treated through dedicated effluent treatment plants installed within the facility premises. The treated effluents/water are reused in the facility itself.

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	Micro Gram	17.15	15.87
SOx	Micro Gram	16.10	14.22
Particulate matter (PM)	Micro Gram	78.50	74.75
Persistent organic pollutants (POP)	Micro Gram	0.00	0.00
Volatile organic compounds (VOC)	Micro Gram	0.00	0.00
Hazardous air pollutants (HAP)	Micro Gram	0.00	0.00
Others - please specify	Micro Gram	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO 2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	38.13	37.96
Total Scope 2 emissions (Break-up of the GHG into CO 2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	4,522.55	4,066.55
Total Scope 1 and Scope 2 emissions per Crore of turnover	tco2e/Rs. Cr	4.25	4.53
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

Sprih Labs

7. Does the entity have any project related to reducing Green House Gas emission?

Yes. The Company has taken several initiatives to reduce the GHG Emissions. It has installed solar panels for lightings in its facilities and has plans to extend the renewable energy utilization for other energy uses. The Company has also installed energy efficient machinery in its manufacturing facilities.

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

For Financial Year 2022-23:

Type of Waste (in metric tonnes)	Generated	Recycled	Re-used	Other Recovery	Incinerated	Land-filled	Other disposal
Plastic waste (A)	322.00	320.00	-	-	-	2.00	-
E-waste (B)	0.01	0.01	-	-	-	-	-
Bio-medical waste (C)	0.01	-	-	-	0.01	-	-
Construction and demolition waste (D)	-	-	-	-	-	-	-
Battery waste (E)	0.16	0.16	-	-	-	-	-
Radioactive waste (F)	-	-	-	-	-	-	-
Other Hazardous waste. (G)	69.40	3.40	-	-	-	66.00	-
Other Non-hazardous waste generated (H).	459.57	308.00	151.57	-	-	-	-
Total	851.14	631.57	151.57	-	0.01	68.00	-

For Financial Year 2021-22:

Type of Waste (in metric tonnes)	Generated	Recycled	Re-used	Other Recovery	Incinerated	Land-filled	Other disposal
Plastic waste (A)	324.00	320.00	-	-	-	4.00	-
E-waste (B)	0.01	0.01	-	-	-	-	-
Bio-medical waste (C)	0.00	-	-	-	0.00	-	-
Construction and demolition waste (D)	-	-	-	-	-	-	-
Battery waste (E)	-	-	-	-	-	-	-
Radioactive waste (F)	-	-	-	-	-	-	-
Other Hazardous waste. (G)	134.00	10.00	-	-	-	124.00	-
Other Non-hazardous waste generated (H).	417.19	300.00	117.19	-	-	-	-
Total	875.21	630.01	117.19	-	0.00	128.00	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

Sprih Labs

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.

Waste management and reduction in our operations is one of the key areas of concerns for our organization. The Company has been making consistent efforts to reduce the quantity of waste produced through our operations, by following techniques to reuse and recycle generated waste in an environmentally friendly manner. Our Research and Development department continues its endeavors and its focus on development of new technology that reduces the dependence on ecologically harmful raw materials. Some of the key achievements in this context are – Water based coating for Interior & Exterior Woodwork, Premium Interior Emulsion with rich sheen and smooth finish and Polyurethane based single pack Floor coat.

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:

NA

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

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).

Yes

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	Please specify unit	FY 2022-23	FY 2021-22
From renewable sources			
Total electricity consumption (A)	GJ	-	-
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C) other sources	GJ	-	-
Total energy consumed from renewable sources (A+B+C)	GJ	-	0
From non-renewable sources			
Total electricity consumption (D)	GJ	17,794	16,000
Total fuel consumption (E)	GJ	535	533
Energy consumption through other sources (F) other sources	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	18,329	16,533

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

Sprih Labs

2. Provide the following details related to water discharged:

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

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

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

Water withdrawal, consumption and discharge in areas of water stress

- (i) Name of the area: Jodhpur
(ii) Nature of operations: Product/Paint manufacturing factory (Factory - Jodhpur Unit-1 and Factory - Jodhpur Unit-II)
(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)			
Surface water	kilolitres	-	-
Groundwater	kilolitres	-	-
Sent to third-parties	kilolitres	4,335	4,022
Seawater / desalinated water	kilolitres	0	0
Others	kilolitres	0	0
Total volume of water withdrawal (in kilolitres)	kilolitres	4,335	4,022
Total volume of water consumption (in kilolitres)	kilolitres	4,335	4,022
Water intensity per rupee of turnover (Water consumed / turnover) (Kilolitres/ Rs. Cr)	kilolitres	4.04	4.44
Water intensity (optional) - the relevant metric may be selected by the entity	kilolitres	-	-
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	kilolitres	-	-
- No treatment	kilolitres	-	-
- With treatment - please specify level of treatment	kilolitres	-	-
(ii) Into Groundwater	kilolitres	-	-
- No treatment	kilolitres	-	-
- With treatment - please specify level of treatment	kilolitres	-	-
(iii) Into Seawater	kilolitres	-	-
- No treatment	kilolitres	-	-
- With treatment - please specify level of treatment	kilolitres	-	-
(iv) Sent to third-parties	kilolitres	-	-
- No treatment	kilolitres	-	-
- With treatment - please specify level of treatment	kilolitres	-	-
(v) Others	kilolitres	-	-
- No treatment	kilolitres	-	-
- With treatment - please specify level of treatment	kilolitres	-	-
Total water discharged (in kilolitres)	kilolitres	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

Sprih Labs

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.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Paint Association	National

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

NA

PRINCIPLE 8

BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

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

Not Applicable

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

Not Applicable

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

The Company acknowledges its responsibility towards the society and supports inclusive growth and equitable development of all its stakeholders. Through the CSR Programs, the Company extends its support to the marginalized society, especially the under privileged girl child and empowers them through education. The CSR Team of the Company along with the management regularly engages with these communities to understand their grievances and provide appropriate support.

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	44.86	43.04
Sourced directly from within the district and neighbouring districts	10.93	11.29

LEADERSHIP INDICATORS

1. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Educare	150	100
2.	Grassroot Leadership Development Program	1,000	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.**

Your Company is committed to transform its consumer experience through its finest products in the Paint Industry with respect to Quality, Reliability and Delivery. The Company has addressed all the customer grievances received during the last financial year. All product information displayed by the Company adheres to and conforms to norms as mandated by law. Additionally, Product Information Sheets which are available with the dealers of the Company and on the Company website and also on the packaging of products. Your Company through its on ground staff conducts regular surveys and takes feedback of customers regarding the quality of the product and services offered by the Company. Your company is also committed to fulfill the dynamic needs of its customer.

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	100

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	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	42	3		56	2	

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

	Number	Reasons for recall
Voluntary recalls	-	NA
Forced recalls	-	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes

If available, provide a web-link of the policy.

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

NA

LEADERSHIP INDICATORS

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

www.indigopaints.com

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

To educate the consumers about the safe usage of the product, we create a document called as Product information Sheet for the basic information. We also create product applications videos for some special products for quick reference and circulations.

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

In order to inform customers of disruption/discontinuation of essential services our branch offices connect with the local customers as per details stored in our database.

4. Provide the following information relating to data breaches:

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

NA

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

NA