

September 02, 2024

To,
Bombay Stock Exchange Limited
Department of Corporate Services
2nd Floor, PJ Towers,
Dalal Street,
Mumbai – 400 001
Scrip Code: **524091**

To,
National Stock Exchange of India Limited
Exchange Plaza, Plot No. C/1
'G' Block, Bandra- Kurla Complex,
Bandra East,
Mumbai 400 051
Trading Symbol: **CARYSIL**

Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-24.

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2023-24.

The BRSR is also available on the website of the Company at www.carysil.com as part of Carysil's Annual Report 2023-24.

This is for your information and records.

Thanking you,

Yours faithfully,

For **CARYSIL LIMITED**

REENA SHAH
COMPANY SECRETARY & COMPLIANCE OFFICER



**BUSINESS
RESPONSIBILITY &
SUSTAINABILITY
REPORT**

SECTION A GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1.	Corporate Identity Number (CIN) of the listed entity	L26914MH1987PLC042283
2.	Name of the listed entity	Carysil Limited
3.	Year of incorporation	1987
4.	Registered office address	A-702, 7th Floor, Kanakia Wall Street, Andheri Kurla Road, Andheri East, Mumbai - 400 093
5.	Corporate address	Mumbai - 400 093
6.	E-mail	investors@carysil.com
7.	Telephone	022 4190 2000
8.	Website	www.carysil.com
9.	Financial year for which reporting is being done	FY 2023-24 (April 01, 2023 to March 31, 2024)
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited

11.	Paid-up capital	₹ 5.36 Crore as on March 31, 2024
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: Mrs. Reena Shah Designation: Company Secretary & Compliance Officer Telephone: 022 4190 2000 E-mail: Investors@carysil.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis
14.	Name of assurance provider	Not applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dt. July 12, 2023
15.	Type of assurance obtained	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dt. July 12, 2023



II. PRODUCTS/SERVICES

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

Description of main activity	Description of Business activity	% of turnover of the entity
Manufacturing & trading of Kitchen Sinks, Appliances and Bath Products	non-metallic mineral products, rubber products, fabricated metal products	98.18%

17. Products/Services sold by the entity (accounting for 90% of the entity's turnover)

Product/Service	NIC code	% of total turnover contributed
Manufacturing & Trading of Kitchen Sinks, Appliances & Bath Products (Carysil Group)	22209	99.22%

III. OPERATIONS

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

National

- 1** Number of plants
- 4** Number of offices
- 5** Total

International

- 2** Number of plants
- 7** Number of offices
- 9** Total



19. Markets served by the entity:

a. Number of locations

Locations	Number of Offices	Number of Plants
National (No. of states)	24	1
International (No. of countries)	7	2

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

The contribution of exports is 72.86% of the total turnover of the entity.

c. A brief on types of customers

Carysil Limited's products comes under manufacturing of kitchen products. Under the kitchen portfolio, items like Sinks, Faucets, Water Dispensers, and Kitchen appliances like Hobs, CookTops, Ovens, Wine chillers and dishwashers, among others, are covered.

Carysil Limited caters to the demands of two types of customers, which are mentioned as below:

- 1) Intermediary customers including retailers, resellers, distributors or channel partners who are critical links through which the resources are routed
- 2) End-consumers who buy and consume our products regularly through intermediate platforms

IV. EMPLOYEES

20. Details as at the end of financial year

a. Employees and workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	439	410	93.39	29	6.61
2.	Other than permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	439	410	93.39	29	6.61
WORKERS						
4.	Permanent (F)	28	28	100	0	0
5.	Other than permanent (G)	938	926	98.72	12	1.28
6.	Total workers (F + G)	966	954	98.76	12	1.24

b. Differently abled Employees and workers

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100	0	0
2.	Other than permanent (E)	0	0	0	0	0
3.	Total differently abled workers (D + E)	1	1	100	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	2	2	100	0	0
5.	Other than permanent (G)	2	2	100	0	0
6.	Total differently abled workers (F + G)	4	4	100	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B / A)
Board of Directors	10	2	20.00%
Key Management Personnel*	3	1	33.33%

* As on date, there are three Key Managerial Personnel of the Company viz. Mr. Chirag Parekh, Chairman & Managing Director, Mr. Anand Sharma, Executive Director & Group Chief Financial Officer and Mrs. Reena Shah, Company Secretary & Compliance Officer of the Company.



22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	1.71%	1.36%	3.07%	1.98%	0.40%	2.38%	2.12%	0.79%	2.91%
Permanent workers	3.45%	0	3.45%	0	0	0	0	0	0

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

23. (a) Names of holding / subsidiary / companies

 Subsidiary  No*

Sr 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.	Carysil Online Limited		99.99	
2.	Carysil Steel Limited		84.99	
3.	Carysil Ceramictech Limited		99.99	
4.	Sternhagen Bath Private Limited		84.90	
5.	Carysil Gmbh		100	
6.	Carysil UK Limited		100	
7.	Acrysil USA Inc.		100	
8.	Carysil FZ- LLC		100	
9.	Carysil Ankastre Sistemleri Ticaret Limited Şirketi(Incorporated on November 06, 2023)		100	

* The Subsidiaries are separate legal entities and follow the BR Initiative as per Rules & Regulations as and when applicable to them.

VI CSR Details

24.

(i) Whether CSR is applicable as per Section 135 of Companies Act, 2013	Yes
(ii) Turnover (in ₹)	₹ 371.26 Crore (on standalone basis)
(iii) Net worth (in ₹)	₹ 256.04 Crore (on standalone basis)

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint was received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide a weblink to the grievance redress policy)	FY 2023-24 current financial year			FY 2022-23 previous financial year		
		Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks
Communities	Yes, regular interactions take place with local communities to discuss their concerns. CSR Policy	0	0	-	0	0	-
Investors & Shareholders	Yes** We have dedicated means for grievance redressal as specified in the link to Investors Contact and SEBI prescribed mechanism of SCORES & ODR is in place and shareholders can register their grievances at https:// scores.gov.in . The complaints of the shareholders are resolved by RTA and the Company as per the mechanism prescribed by SEBI.	04	00	The Complaints were resolved in a timely manner	09	00	The Complaints were resolved in a timely manner
Employees and Workers	Yes***	0	0	NA	0	0	NA
Customers	Yes*	7	0	All Grievances addressed as of now.	5	0	All Grievances addressed as of now.
Value Chain Partners	Yes **** <u>Company Policies and Code</u>	0	0	NA	0	0	NA

*For customer grievances, we have a system in place to attend to the complaint / feedback received from customers and address the same at the earliest to their satisfaction. Complaints can be registered through the enquiry form provided on the website or by mailing to info@carysil.com & customercare@carysil.com. The Corporate Quality Assurance (CQA) team takes cognizance of grievances specific to product quality.

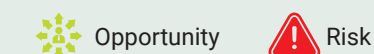
**There is a grievance redressal mechanism for shareholders & investors. The complaints are attended promptly by the R & T agents and secretarial team. The Stakeholders' Relationship Committee of the Board oversees and looks into grievances not resolved in the specified time frame. Complaints can be registered through the enquiry form provided on the website or by mailing to cs.al@carysil.com, investor@carysil.com and Shareholders can lodge their grievances with the Company's RTA at: <https://www.bigshareonline.com/ForInvestor.aspx> -> Grievance forum.

*** HR Head laid down system to address grievance of employees and workers. Their complaints can be submitted to the HR Head, Compliance manager and plant head through emails or suggestion boxes. The Company has also put in place a Whistle Blower Policy and mechanism to enable the employees to raise their concerns, wrongdoing and other irregularities noticed in the Company without any fear of reprisal or reprimand.





****For value chain partners and communities, the complaint can be registered through the enquiry form provided on the website or by mailing to info@carysil.com. The same is attended promptly by the concerned functional head or location head to resolve the same. If any complaints remain unresolved within a reasonable time, the same is referred to the top management for resolution.



26. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adopt or mitigate the risk along with its financial implications

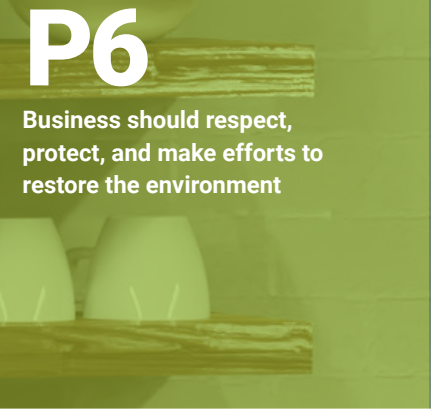


S. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Installed STP Plan		<ol style="list-style-type: none"> 1. A sewage treatment plant preserve natural environment against pollution 2. STPs meet the standards for emission of pollutants set by the Government & avoid heavy penalty 3. Installation of sewage treatment plant reduces risk to public health and the environment 	Waste Water Analysis - As Per GPCB norm, every three month treated water test by Authorised Approved Lab	Positive - During the year, the Company saved 2316.10 KL water.
2.	Installed Solar Panel		<p>Describe the benefits of Solar Energy:</p> <ol style="list-style-type: none"> 1. Solar energy is clean & green energy - There is some pollution during electricity generation or other sources of energy and it damages the environment due to pollution. On the other hand, there is no such difficulty in the origin of solar energy. 2. Not dependent on other sources of Energy- After solar energy came into existence and its increased use, the pressure on other energy sources has come down, which is a good sign for both the ecosystem and the environment. 3. Safer than Other - Solar power is more secure than conventional power sources, whether it is for use or maintenance and repair. 4. Renewable Energy - Solar energy is a never-ending energy source 	Monthly meter reading & monthly monitoring	Positive- Electricity Bill Reduction- The Company meets all 9% energy needs with electricity generated from solar energy.
3.	Started PNG gases		<ol style="list-style-type: none"> 1. Environment-friendly 2. Carbon credit can also be earned by switching to this cleaner fuel 3. No maintenance cost 4. No storage space required 5. No pre-heating required in winter 	<ol style="list-style-type: none"> 1. PNG Safety instruction display 2. Monthly predictive maintenance carry out, Leak test, Efficiency checking 	Positive- Natural Gas is generally cheaper than liquid & gaseous fuels like FO, LDO, Diesel, and LPG.
4.	Sustainability		Failure to mitigate risks in relation to climate change, reduce carbon emissions, manage product life cycle and preserve nature and its bio diversity.	Focus on principles of Green initiative and implement it for existing and for new product developments. Regular monitoring of sustainability risks against annual KPI's of sustainability across all sites. Implementation of the solutions identified to reduce carbon emissions and carbon capture across the manufacturing facilities. Proactive investment to balance environmental targets and long term sustainable business growth. Regular review of Sustainability Roadmap and Environmental Compliance Status. Emphasis on enhancing recycling of water through Zero Liquid Discharge	Positive
5.	CSR		Developmental projects to create a positive impact and improve community relations.	<p>Impacting neighboring communities through positive initiatives like: Running health, well-being and education, Medical etc.</p> <p>Creating employment or entrepreneurship opporutnities through skill development</p>	Positive

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)
6.	Governance		The implementation of a robust and well-defined governance structure is essential to ensure effective decision-making and operational management.		Positive
7.	Health & Safety		The health and safety of human capital such as customers, employees, workers, contractors, and farmers, among others, is of paramount importance for the Company. The Company has manufacturing facilities at Bhavnagar, Gujarat ,labor-intensive nature of work at such facilities comprises health risks for the workforce due to reasons like machinery breakdown, human negligence, among others.	<ol style="list-style-type: none"> 1. ISO 45001:2018 Certified Facility: Our Bhavnagar, Gujarat plant is certified under ISO 45001:2018, demonstrating our commitment to maintaining high standards of Occupational Health and Safety (OH&S). 2. Regular Health Checkups: We conduct periodic medical and physical examinations for all employees at the plant to monitor and maintain their well-being. 3. Ongoing Health and Safety Training: We provide regular health and safety training sessions to ensure all employees are aware of the best practices and safety protocols. 4. Comprehensive Medical Support: Our manufacturing site offers 24/7 medical assistance, including ambulance services and emergency first aid, to address any immediate health concerns. 5. Medical Insurance Coverage: All on-roll employees and workers are covered under our medical insurance policies, ensuring access to necessary healthcare services. 6. Strict Compliance with Safety Protocols: We adhere to stringent protocols related to human rights, safety, health, and hygiene, ensuring a safe and respectful work environment for everyone. 	Positive
8.	Climate Change (GHG Emissions)		Climate change, exacerbated by Greenhouse Gas (GHG) emissions, leads to extreme weather events and rising global temperatures, posing significant threats to global sustainability. These challenges can directly impact the long-term viability of businesses, making it crucial to identify and address these risks.	<p>Solar Power Generation: Installation of solar power systems at manufacturing locations to reduce reliance on non-renewable energy.</p> <p>Energy Efficiency Enhancements: Implementation of measures to improve the energy efficiency of equipment, thereby reducing overall energy consumption.</p> <p>Future Plans: Establishment of a Solar Farm in 2024 to further mitigate carbon emissions and promote sustainable energy usage.</p>	Negative - Potential costs associated with climate adaptation and mitigation strategies, including the installation of renewable energy systems and energy-efficient technologies. However, these investments are expected to reduce operational costs and enhance long-term business sustainability.
9.	Waste Management		Inefficient waste management poses significant risks to businesses due to the potential hazards it could create for relevant stakeholders, including employees, customers, and the community. The increasing generation of waste not only impacts the environment negatively, but also presents challenges in terms of its proper management and disposal.	<p>Responsible Waste Disposal: Ensuring waste is disposed of in a responsible and environmentally sound manner.</p> <p>Regulatory Compliance: Adhering to all applicable regulations concerning waste generation, handling, and disposal.</p> <p>Waste Reduction: Emphasising the reduction of waste generation through improved processes and efficiency measures.</p>	Negative - Costs associated with implementing responsible waste management practices and ensuring regulatory compliance. Potential savings and long-term benefits from waste reduction efforts, although initial investments may be required.

SECTION B MANAGEMENT AND PROCESS DISCLOSURES

This section describes the structures, policies and processes aligned to nine principles of business responsibility. These are briefly as follows:



P1

Business 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

P7

Businesses, when engaged in influencing public and regulatory policy, should do so in a manner that is responsible and transparent



P3

Businesses should promote the wellbeing of all employees including those in their value chains

P4

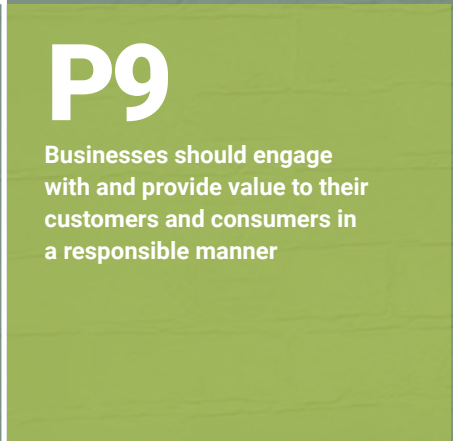
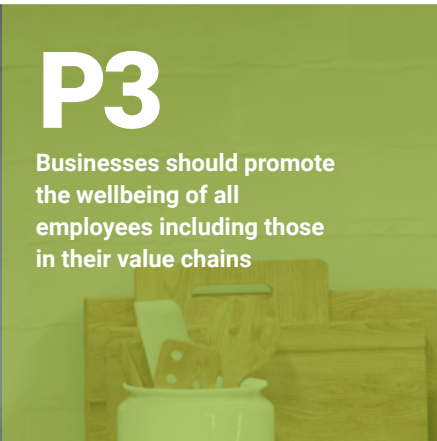
Businesses should respect the interests of, and be responsive to all its stakeholders

P8

Businesses should support inclusive growth and equitable development

P9

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



P5

Businesses should respect and promote human rights



Sr. No.	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. Weblink of the policies, if available	Company Policies/Code								
2	Whether the entity has translated the policy into procedures. (Ye/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Policies are extended to value chain partners to the extent required.								
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 Company is certified under the following international standards:</p> <p>ISO 9001:2015 (Quality Management)</p> <p>ISO 14001:2015 (Environmental Management)</p> <p>ISO 45001:2018 (Occupational Health and Safety Management)</p> <p>These certifications, issued by TÜV ensure that our operations meet the highest standards for quality, environmental responsibility, and workplace safety.</p> <p>Additionally, the Company holds the SEDEX - Code of Conduct Certification by SGS, demonstrating our commitment to ethical business practices.</p> <p>Moreover, we have achieved the ISO 14064-1:2018 certification from TÜV, which validates our adherence to the Sustainability Greenhouse Gas (GHG) Standards, further emphasising our dedication to sustainable operations.</p> <p>National Industrial Excellence Award 2017 awarded by National Chamber of Commerce and Industries of India</p>								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set targets for ESG commitment, inter alia, related to Products stewardship, Water neutrality, Energy conservation, Nature positive, Safe workplace, Energising, Equitable & Inclusive Workplace, Water Stewardship, World Class Governance, Ethics, Transparency, Quality and Accountability and Sustainable Supply Chain Management.								
6	Performance of the entity against the specific commitments, goals and targets alongwith reasons in case the same are not met.	The Company's performance with respect to each of the principles is reviewed periodically by different teams and committees led by the Senior Management.								

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight										
7	Statement by the Director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements	<p>The Company is committed to integrate its Environmental, Social and Governance (ESG) principles into its businesses which is central to improve the quality of life of the communities it serves. It adheres to the principles of product stewardship by enhancing health, safety and environmental impacts of products and services across their life cycles. The environmental impacts cover Climate, Resources (Energy and Wind), Waste Water Management, Nature and biodiversity.</p> <p>The adoption of the ISO 45001:2018 Occupational Health and Safety system stands as another significant step towards ensuring a safe and healthy work environment for its employees while emphasising the importance of occupational well-being. This approach extends beyond internal benefits, actively contributing to broader objectives of societal progress and environmental preservation.</p> <p>The Company is committed to conducting beneficial and fair business practices to the labor, human capital and to the community. It provides employees and business associates with working conditions that are clean, safe, healthy and fair. It strives to be the neighbor of choice in the communities in which it operates and contributes to their equitable and inclusive development. Apart from this, the Company has separate policies for Code of Conduct, Whistle Blower Policy, and Prevention of Sexual Harassment.</p>								
8	Details of the highest authority responsible for implementing and overseeing the Business Responsibility policy(ies).	<p>Mr. Chirag Parekh, Chairman & Managing Director</p> <p>Mr. Anand Sharma, Executive Director, Group CFO</p> <p>Mrs. Reena Shah, Company Secretary & Compliance Officer</p>								
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.	There is no single committee dedicated exclusively to sustainability-related decision-making. However the Company has a Risk Management Committee, Stakeholder Relationship Committee and CSR Committee.								

10 Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether the 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
Performance against the above policies and follow-up action	Yes, the policies and the performance against them are reviewed by the senior management team on a continual basis and follow-up actions are taken wherever required. The Company's business responsibility performance is reviewed by the Board of Directors on an annual basis and policies are reviewed as and when required.									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable.									

11 Has the entity carried out an independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.

Internal auditors periodically review the Company's policies, assessing their effectiveness and adequacy based on best practices observed in organisations. The Audit Committee oversees adherence to these policies within the Company.

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

Questions	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)									Not Applicable
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

1 PRINCIPLE

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



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

Monetary					
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred (Yes/No)	
Penalty/Fine		NIL			
Settlement					
Compounding Fee		NIL			

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		NIL	

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

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.:

Yes, the Company does have the Anti Bribery & Anti-Corruption Policy. The Company has also adopted a Whistle Blower Policy to provide a formal mechanism to the Directors, employees and other external stakeholders to report their concerns about unethical behavior, actual or suspected fraud or violation of the Company's Code of Conduct. The Policy provides for adequate safeguards against victimisation of employees who avail of the mechanism. This mechanism includes various policies viz. the Whistle Blower Policy and the Anti-Bribery & Anti-Corruption Policy.

The Whistle Blower Policy ensures that strict confidentiality is maintained in such cases and no unfair treatment is met out to a whistleblower. The Policy condemns any kind of discrimination, harassment, victimisation or any other unfair employment practice being adopted against whistleblowers. With an aim to create awareness during the year under review, the Company also undertook a series of communication and training program on the values, Code of Conduct and other ethical practices of the Company for internal stakeholders, vendors and distributors, and partners, among others. The Whistle Blower Policy is available on the website of the Company and can be accessed at the weblink: Vigil Mechanism Policy

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 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Directors		
KMPs	No such actions were taken against any of the Directors/ KMPs/ employees/ workers during any of these reporting periods.	
Employees		
Workers		

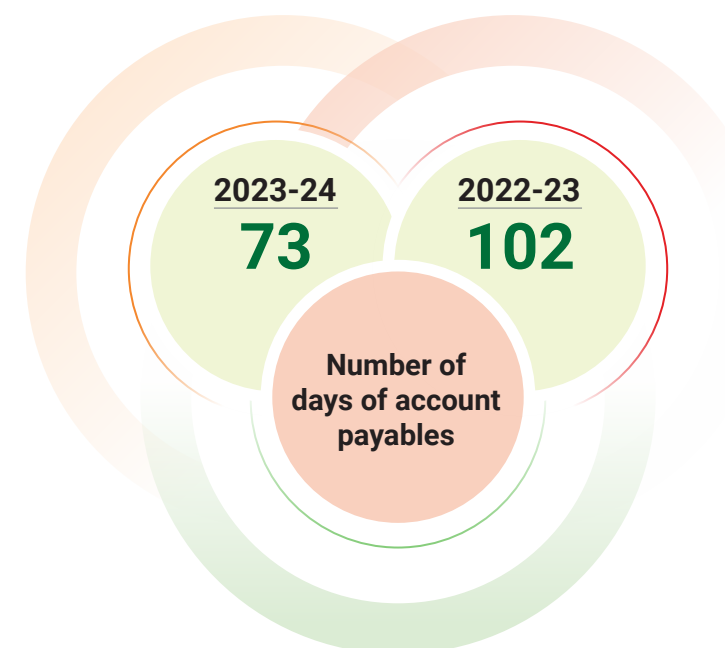
6. Details of complaints with regard to conflict of interest:

	FY 2023-24		FY 2022-23	
	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.

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:



9. Open-ness of Business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	29.04%	18.00%
	b. Number of trading houses where purchases and made from	192	249
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	20.07%	28.51%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	100 %	100 %
	b. Number of dealers/distributors to whom sales are made	173	159
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	59.75%	55.87%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	2,629.58 Lakhs	1,844.25 Lakhs
	b. Sales (Sales to related parties/Total Sales)	4,081.42 Lakhs	3,269.08 Lakhs
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	2,786.34 Lakhs	-
	d. Investments (Investments in related parties/Total Investments made)	1,718.53 Lakhs	1,624.99 Lakhs

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	Topic/Principles covered under the trailing	% age of value chain partners covered (by value of business done with such partners) that were assessed
20	In the reporting period, we conducted a Supplier Orientation training program covering key areas such as quality specification handling, safety measures, and Corrective Action Plans (CAPs). The training included risk assessment, comprehensive Policy Training, and an ESG refresher. It also addressed customer requirements, the implementation of minimum age standards, limited period contracts, subcontracting, and grievance procedures. This program aims to enhance supplier capabilities, ensure compliance with regulations, and support our sustainability objectives.	100%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If Yes, provide details of the same.

Yes, the Company has a Code of Conduct for the Board and Senior Management personnel, providing clear guidelines for avoiding and disclosing actual or potential conflicts of interest with the Company. Each year, the Company requires all Board and Senior Management personnel to declare their interests in any entities or firms.

The Company ensures that necessary approvals, as required by applicable laws and its own policies, are obtained before transacting with these entities or individuals. Furthermore, Board committees are adequately represented by independent members, and all committees meet regulatory requirements for size and independence. Only members without any conflict of interest serve on the Audit Committee and the Nomination and Remuneration Committees.

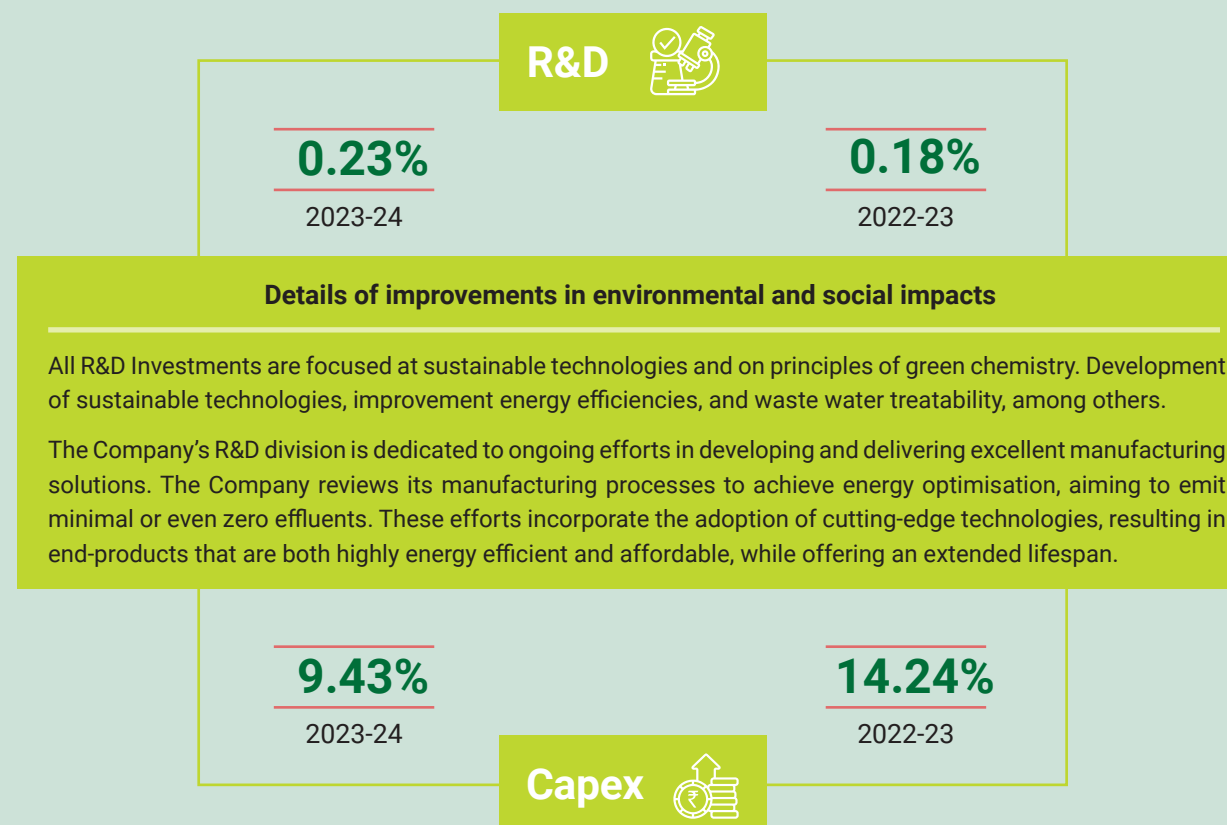
No material Related Party Transactions (RPTs) with entities associated with Directors and Senior Executives were undertaken during the year.

2 PRINCIPLE

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.



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

Yes. the Company sources materials from identified and sustainable suppliers, promoting a positive impact on the environment and communities. Moreover, the Company emphasises the extension of the sustainability agenda to its suppliers/vendors by enforcing a Code of Conduct. This code serves to ensure that suppliers/vendors adhere to safe working conditions, while strictly prohibiting child labor, forced labor, and violations of human rights principles in their supply chain operations.

b. If yes, what percentage of inputs were sourced sustainably?- ~50%

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

The Company adheres to the guidelines set by the Gujarat Pollution Control Board (GPCB) for the recycling, disposal, and reuse of products. The details of our compliance procedures are outlined below:

- Packaging:** In line with The Plastic Waste Management Rules, 2016, the Company is registered as a Brand Owner on the Extended Producer Responsibility (EPR) portal. We ensure that an equivalent quantity of plastic material introduced into the domestic market is collected through an authorised waste management agency for recycling and energy recovery under the EPR framework.
- E-Waste:** E-waste is sent to authorised vendors and recyclers for proper processing and recycling.

- **Hazardous Waste:** Hazardous waste is managed through authorised recyclers, secured landfills, and incineration facilities to ensure safe disposal.
 - **Other Waste:** Non-hazardous waste is disposed of through registered vendors, while bio-medical waste is directed to a common bio-medical waste incineration facility authorised by regulatory authorities for safe disposal.
4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**
- Yes, the plastic waste collection plan is in-line with the Extended Producer Responsibility (EPR) plan submitted to the Central Pollution Control Board.

Leadership Indicators

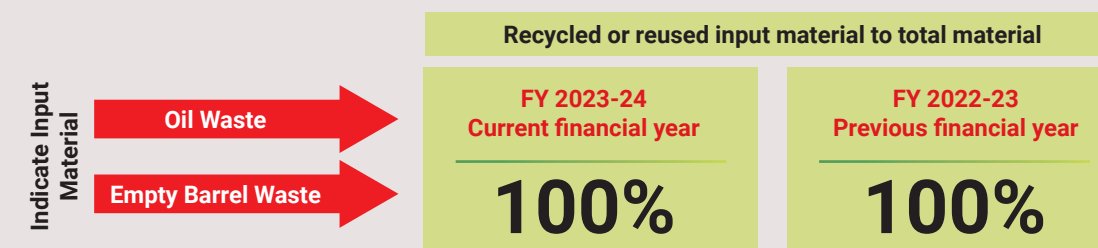
1. **Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry) ? if yes, provide details in the following format ?**

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Currently, the Company does not conduct Life Cycle Assessments (LCA) but it is exploring the LCA journey.					

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

Name of the Product/Service	Description of the risk/concern	Action/Taken
Finished Products (Quartz Kitchen Sink, Quartz Basin, Quartz Designer Tiles)	Final product (As delivered to end user)	
	<ol style="list-style-type: none"> 1. Generation of packaging waste 2. Resource depletion due to product rejection at the customer end. 	<p>Generation of scrap from kitchen sinks, basins, and tiles at the end of the product's life cycle. (Environmental impact from the final product depends on its application, which is beyond our control.)</p>
	<ol style="list-style-type: none"> 1. Packaging materials are recyclable, and customers are advised to follow regulatory guidelines for proper disposal. 2. For rejected materials: <ul style="list-style-type: none"> - If returned by the customer, the product will be reworked or disposed of according to environmental requirements. - If not returned, the customer will dispose of the product in compliance with regulatory norms, with a declaration provided for REACH compliance, ensuring no significant environmental impact at the disposal stage. 	<p>End-users are responsible for disposal in accordance with the local regulatory guidelines. The product and packaging materials are marked with a recyclable logo to encourage proper disposal.</p>

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



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

	FY 2023-24 Current financial year			FY 2022-23 Previous financial year		
	Reused	Recycle	Safely disposed	Reused	Recycle	Safely disposed
Plastics (including packaging)	0	43.867 MT/Year	0	0	0	58.758 MT/Year
E-waste	0	1.54 MT/Year	0	0	0	0
Others - Construction and demolition waste	0	0	0	0	0	0
Others - Battery waste	0	0	0	0	0	0
Others - Radioactive waste	NA	NA	NA	NA	NA	NA
Hazardous waste-Empty Barrel Waste	0	126.63 MT/Year	0	0	99.47 MT/Year	0
Hazardous waste- Cotton waste	0	0	1.735 MT/Year	0	0	0
Other waste – Bio waste	0	0	200 gram	0	0	200 gram

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category- Nothing is reclaimed by the Company**

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category
	Not Applicable

3 PRINCIPLE

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	410	410	100	410	100	0	NA	NO	NO	NO	NO
Female	29	29	100	29	100	29	100	NO	NO	NO	NO
Total	439	439	100	439	100	29	100	NO	NO	NO	NO
Other than permanent employees											
Male	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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	28	28	100	28	100	NA	NA	NA	NA	NA	NA
Female	-	-	-	-	-	NA	NA	NA	NA	NA	NA
Total	28	28	100	28	100	NA	NA	NA	NA	NA	NA
Other than permanent workers											
Male	898	898	100	898	100	NA	NA	NA	NA	NA	NA
Female	12	12	100	12	100	12	100	NA	NA	NA	NA
Total	910	910	100	910	100	12	100	NA	NA	NA	NA

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:



2. Details of retirement benefits, for current FY and previous financial year

FY 2023-24 current financial year			Benefits	FY 2022-23 previous financial year		
No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with 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 authority (Y/N/N.A.)
100	100	Yes	PF	100	100	Yes
100	100	Yes	Gratuity	100	100	Yes
0	0	NA	ESIC	0	0	NA
100	100	Yes	Others – please specify EC Policy	100	100	Yes

3. Accessibility of workplaces

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

The Company prioritises inclusivity and accessibility by ensuring its premises and office spaces are wheelchair-friendly.

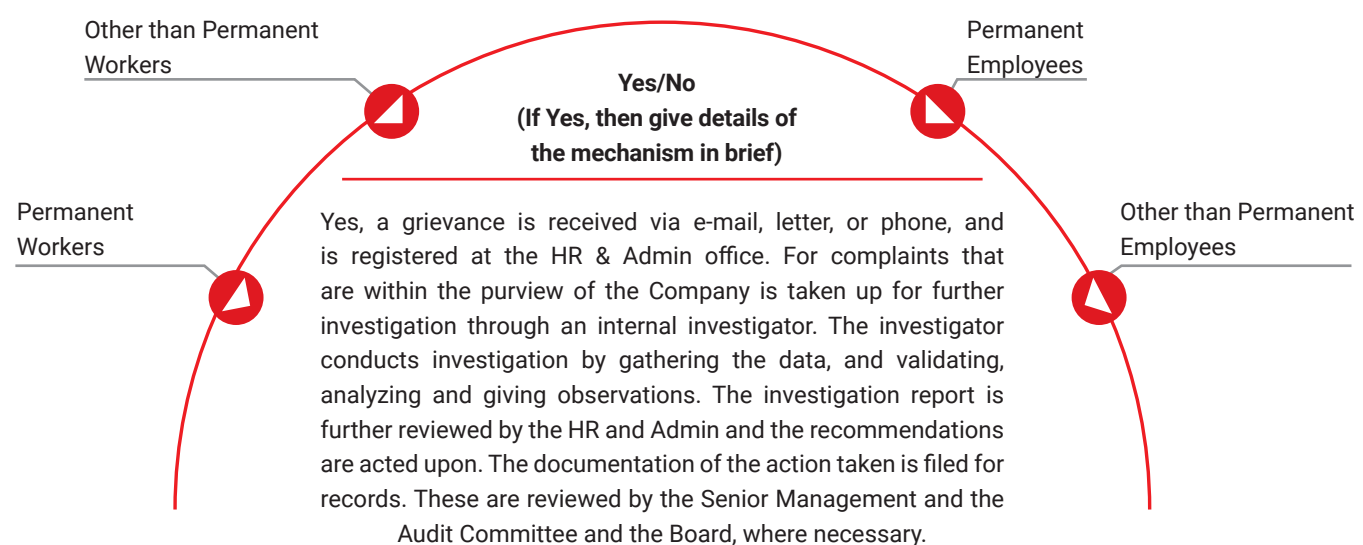
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company is actively working on a comprehensive Equal Employment Opportunity policy, aligning with the Rights of Persons with Disabilities Act, 2016.

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

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



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

Category	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	Total employees/workers in the respective category (A)	No. of employees/workers in the respective category who are part of association(s) or Union (B)	% (B / A)	Total employees/workers in the respective category (c)	No. of employees/workers in the respective category who are part of association(s) or Union(D)	% (D / C)
Total Permanent Employees	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers	938	28	2.98%	641	29	4.52%
Male	926	28	3.02%	627	29	4.62%
Female	12	0	0	14	0	0

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current financial year)				FY 2022-23 (Previous financial year)					
	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	410	410	100	54	13.17	317	317	100	63	19.87
Female	29	29	100	2	6.90	22	22	100	5	22.73
Total	439	439	100	56	12.76	339	339	100	68	20.06
Workers - Permanent (PW)										
Male	28	28	100	1	3.57	29	29	100	0	0.00
Total	28	28	100	1	3.57	29	29	100	0	0.00
Workers - Other than (FT & CW)										
Male	926	926	100	73	7.88	627	627	100	57	9.09
Female	12	12	100	1	8.33	14	14	100	2	14.29
Total	938	938	100	74	7.89	641	641	100	59	9.20

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	410	55	13.41	317	161	50.79
Female	29	2	6.90	22	11	50.00
Other	0	0	0.00	0	0	0.00
Total	439	57	12.98	339	172	50.74
Workers						
Male	954	85	8.91	656	54	8.23
Female	12	0	0.00	14	0	0.00
Other	0	0	0.00	0	0	0.00
Total	966	85	8.80	670	54	8.06

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, occupational health and safety management system has been implemented by the Company.

The Company has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) that spans all operational areas, including manufacturing locations, offices, and R&D laboratories. This system is designed to protect the environment, as well as the health and safety of employees, contractors, visitors, and other relevant stakeholders. The Company is ISO 45001:2018 certified, which is the international standard for Occupational Health and Safety Management Systems(OHSMS). This certification underscores the Company's commitment to maintaining high standards of workplace safety and health. Coverage of the OHSMS is 100% across the Company, ensuring that all locations and operations adhere to rigorous safety and health protocols.

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

Process Wise Hazard Identification and Risk Assessment (HIRA): The entity employs HIRA to systematically identify and assess potential hazards and associated risks for both routine and non-routine activities.

Risk Assessment: Comprehensive risk assessments are conducted to evaluate the level of risk and implement appropriate control measures to mitigate identified hazards.

Safe Work Permit System: A Safe Work Permit System is in place to ensure that any high-risk activities are performed under controlled conditions, with all necessary safety precautions and approvals.

Additional Measures

- i) **Frequent Reviews:** Regular reviews are conducted to continuously identify and assess work-related hazards and risks, ensuring that both routine and non-routine activities are consistently monitored.
- ii) **Employee Training:** Employees receive ongoing training to enhance their awareness and understanding of hazards and risks, ensuring they are equipped to work safely.

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

Yes, workers actively participate in safety committee meetings in compliance with Gujarat factory norms. During these meetings, workers are encouraged to report any work-related hazards they encounter. The committee then reviews these reports and implements appropriate mitigation measures to address and resolve the identified risks.

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

Yes, contract workers are covered under a Workman Compensation Policy during working hours. Additionally, all employees, including regular workers and fixed-term workers, are covered by insurance that provides 24-hour medical and healthcare services.

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

Safety Incident/Number	Category	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Lost Time Injury Frequency Rate (LTIFR) (per one Million person-hours worked)			
Total recordable work-related injuries	Employees		
No. of fatalities	Workers	NIL	NIL
High-consequence work-related injury or ill-health (excluding fatalities)			

*Including in contract workforce

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

Safety Infrastructure: The workplace is equipped with essential safety infrastructure, including fire hydrant systems, fire extinguishers, fire alarm systems, and other fire suppression systems.

Engineering Controls: Engineering controls such as sensor-based machine interlocks and guards for moving parts are implemented based on hazard identification and risk assessment.

Training and PPE: Regular training is provided to employees and workers to ensure safe performance of activities. Personal protective equipment (PPE) is readily available.

Workplace Monitoring: Ongoing monitoring ensures compliance with statutory safety requirements. Periodical medical examinations are conducted as mandated.

ISO Certification: Carysil follows the ISO 45001:2018 standard, having successfully completed ISO audits. The Company assesses health, safety, and environmental performance across all offices. In the past year, no major accidents have been reported. The safety department conducts training, and all workers are equipped with safety shoes and adhere to EHS guidelines.

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

	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions						
Health & Safety						

There were no complaints received from any of the employees or workers in the current or previous reporting year.

14. Assessments for the year:



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 such issues arose during the reporting period. Nevertheless, the Company prioritises the maintenance of a safe and healthy workplace, actively promoting cleanliness and environmental sustainability within its facilities. This is achieved through initiatives such as tree plantation thereby contributing to a greener environment. Additionally, the Company strictly enforces safety protocols by requiring all employees to wear Personal Protective Equipment (PPE). Furthermore, the Company showcases its dedication to employee well-being by developing thorough on-site and off-site emergency plans. These plans ensure readiness for unexpected events and include clearly marked emergency exits for efficient evacuation if needed.

Leadership Indicators /

1. Does the entity extend any life insurance or any compensatory package in the event of the death of (A) Employees (Y/N) (B) Workers (Y/N).

For both employees and workers, the entity provides a compensatory package in the event of death. This includes a GPA (Group Personal Accident) policy, accident and health insurance, as well as benefits such as EC (Employee Compensation).

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 obtains monthly statutory payment challans for verification from vendors / contractors before processing their invoices. This activity is also reviewed as part of the internal and statutory audit. The Company expects its value chain partners to uphold business responsibility principles and values of transparency and accountability.


3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	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 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Employees	No such high consequence work-related injury / ill-health / fatalities were reported; therefore, this is not applicable			
Workers				

4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes, on case to case basis.


5. Details on assessment of value chain partners:



Health and safety practices

% of value chain partners (by value of business done with such partners) that were assessed

100% of the value chain partners are assessed and continuously monitored through audits / inspections on working conditions and H&S practices like ISO / WHO certifications, Quality Checks, Sanitary practices, fire safety and so on.



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.

Corrective actions are taken wherever necessitated on the above-mentioned parameters. We ensure undertakings from our value chain partners that they will adhere to highest standards of Health & Safety practices. In the coming years, we are aiming to initiate engagements / awareness programmes with our value chain partners on ESG parameters.

4 PRINCIPLE

Businesses should respect the interests of and be responsive to all their stakeholders.

Essential Indicators /

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

Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. This inter alia includes Customers, Employees, Suppliers & Vendors, Regulators, Business Partners, Local communities and Investors / Shareholders.

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 & Marginalised 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 & Workers	No	Direct and other communication mechanisms	As per requirement	Sharing Policies, Welfare Scheme, Appraisal, Career Development, Health & Safety awareness, responsible marketing, brand communication, health,safety and engagement initiatives
Customers (Healthcare Professionals, Dealers & Distributors)	No	Meetings, Calls, E-mails	As per requirement	Product qualityand availability, responsiveness toneeds, aftersales service,responsible guidelines / manufacturing, climate change disclosures, life cycle assessment
Central, State and Local Governments and various Statutory Regulatory Bodies	No	Meetings and other communication mechanisms.	Need-based	To stay abreast of the developments in policies and for compliances,approvals, permissions, etc.
Suppliers and Vendors	No	E-mails, meetings	Frequent and need based	Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances,ethical behaviour), ISO and OHSAS standards, collaboration and digitalisation opportunities

Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
Business Partners (Third-Party Manufacturers)	No	E-mails, meetings	Need-based	Address any issues concerning manufacturing operations and supplies
Local Communities	No	Directly or through CSR implementation partners	Frequent and need based	Support through socially high-impact projects
Investors / Shareholders	No	E-mail, newspaper advertisement, website, Annual General Meetings, disclosures to stock exchanges and investor meetings/calls/conferences	Need-based and quarterly calls	To update them about important developments in the Company and address their grievances. Also, share price appreciation, dividends, profitability and financial stability, robust ESG practices, climate change risks, cyber risks, growth prospects

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 process of consultation with stakeholders is delegated to the Chairman & Managing Director and Senior Management Team of the Company, who, in turn, holds consultations with different stakeholders on economic, environmental and social topics on a need basis. The Board is updated as needed during Board Meetings.

2. Whether stakeholder consultation is used to support identifying and managing 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. Carysil believes in engaging with stakeholders to incorporate ESG parameters which are key to building a robust Sustainability/ESG strategy. We have conducted materiality assessment with our stakeholders to understand their concerns and feedback in terms of material topics pertaining to ESG parameters for the Company. We have also incorporated these aspects in our policies.

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

Carysil Limited supports the Government's endeavour towards upholding the CSR Rules and implements various initiatives for the upliftment and betterment of disadvantaged, vulnerable and marginalised segments of society. The Company believes in providing accessible and affordable healthcare/education through various CSR initiatives.

5 PRINCIPLE

Businesses should respect & 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 2023-24 Current financial year			FY 2022-23 Previous financial year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	439	439	100%	339	339	100%
Other than permanent	-	-	-	-	-	-
Total employees	439	439	100%	339	339	100%
Workers						
Permanent	28	28	100%	29	29	100%
Other than permanent	938	938	100%	641	641	100%
Total workers	966	966	100%	670	670	100%

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

Category	FY 2023-24 Current financial year					FY 2022-23 Previous financial year				
	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	439	0	0%	439	100%	339	0	0%	339	100%
Male	410	0	0%	410	100%	317	0	0%	317	100%
Female	19	0	0%	19	100%	22	0	0%	22	100%
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
Workers										
Permanent	28	0	0%	28	100%	29	0	0%	29	100%
Male	28	0	0%	28	100%	29	0	0%	29	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than permanent	938	938	100%	0	0	641	0	0%	641	100%
Male	926	926	100%	0	0	627	0	0%	627	100%
Female	12	12	100%	0	0	14	0	0%	14	100%

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

 Number Median remuneration/ salary/wages of the respective category (In Lakhs)		 Number Median remuneration/ salary/ wages of the respective category (In Lakhs)	
6	3.85	Board of Directors (BoD) *	2 NA ¹
2	335.6	Key Managerial Personnel *	1 NA ²
408	3.37	Employees other than BoD and KMP	28 4.03
954	1.73	Workers	12 1.73

¹ Not comparable, as the other Women Director joined at the end of the fiscal year

² Not comparable, as only one female Key Management Personnel (KMP) in the Company;

* Included only Independent Directors who are being paid Sitting fees

*Key Managerial Personnel includes Chairman & Managing Director, Executive Director, Group Chief Financial Officer and Company Secretary of the Company.

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, the Company has established a grievance cell dedicated to monitoring and addressing all grievances. At the forefront, the HR department manages grievances. Additionally, the Company operates under an open-door policy and internal mechanisms enabling employees to raise concerns directly with the senior management. Moreover, a Whistle Blower Policy is in effect, allowing employees to report any instances of unethical behaviour or violations of the Company's Code of Conduct to the designated whistleblower officer. Furthermore, the Company upholds the principle of respecting the dignity of all individuals. To foster a safe and inclusive workplace, Committee under Prevention of Sexual Harassment (POSH) Act are established throughout the organisation. These committees are tasked with addressing instances of sexual harassment and taking necessary actions for resolution.



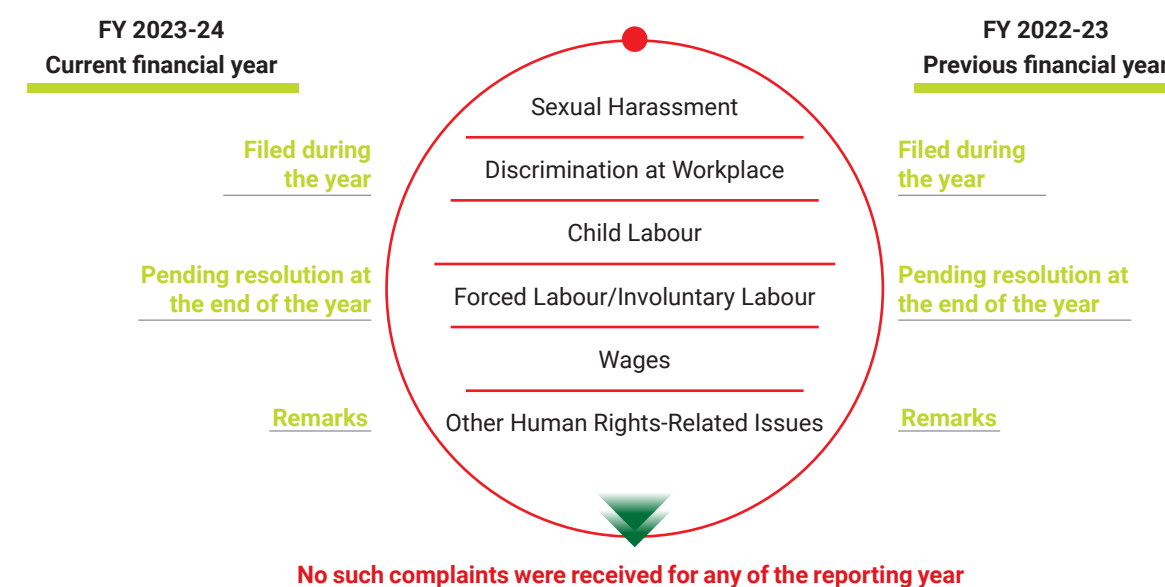
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Company considers human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. The Company has established grievances redressal Committee to address grievances related to Human Rights and sexual harassment.

The Company is committed to maintaining a safe and harmonious business environment and workplace for everyone, irrespective of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, nature of work, designation and such other parameters. The Company believes that every workplace should be free from violence, harassment, intimidation and/or any other unsafe or disruptive conditions, either due to external or internal threats.

Carysil Limited also has zero-tolerance towards and prohibits all forms of slavery, coerced labour, child labour, human trafficking, violence or physical, sexual, psychological or verbal abuse. As a matter of policy, the Company does not hire any employee or engage with any agent or vendor against their free will.

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



7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

The Company has implemented a Prohibition of Sexual Harassment (POSH) Policy aimed at addressing workplace discrimination and harassment. In line with this policy, the Company has established an Internal Complaints Committee responsible for handling cases related to discrimination and harassment. As part of the process, the complainant's identity is kept confidential throughout the investigation of any specific matter. The Presiding Officer of the Internal Complaints Committee (ICC) is a senior individual within the Company who possesses relevant experience and a contextual understanding of the appropriate course of action in sexual harassment cases. The decision regarding the action to be taken against an employee in a POSH case is made in consultation with an external ICC member. Overall, the ICC ensures that the principle of natural justice is adhered to throughout the entire process. Moreover, the Company has a Whistle Blower Policy in place that offers various protections to individuals reporting any unethical practices happening in the workplace.

Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	FY 2023-24 FY 2022-23
Complaints on POSH as a % of female employees / workers	No complaints were received under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for any of these reporting years.
Complaints on POSH upheld	

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

Yes, The Company upholds strict confidentiality regarding the identity of complainants under the Whistle Blower and POSH (Prevention of Sexual Harassment) Policies. All matters are handled with the utmost discretion.

- **Protection Against Retaliation:** The Company enforces a zero-tolerance policy for retaliation or revenge against individuals reporting legitimate concerns. Any person involved in retaliatory actions will face disciplinary measures.
- **POSH Training:** Mandatory POSH training is provided to all employees, with well-defined consequences for non-compliance, supported by a structured governance mechanism.
- **POSH Committee:** A dedicated POSH Committee addresses complaints related to sexual harassment in the workplace.

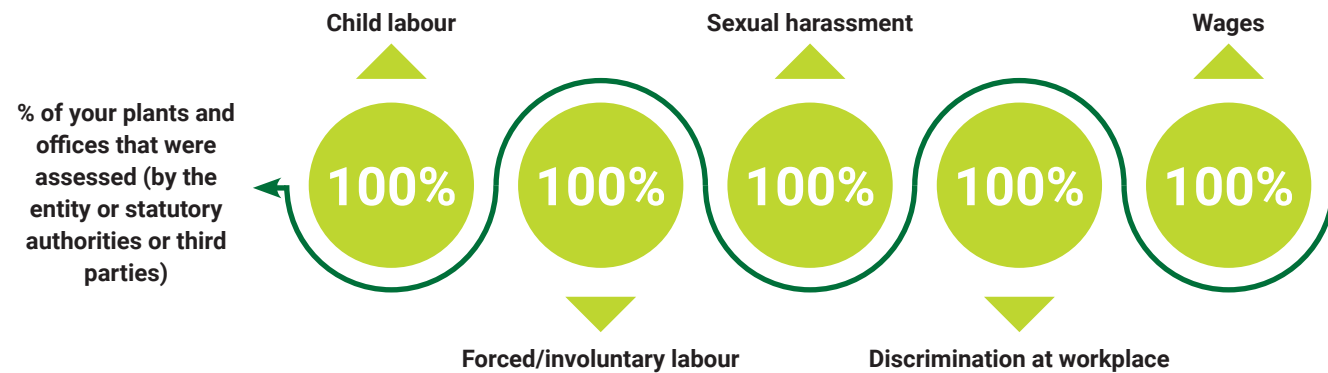
The Company is committed to respecting the dignity of all individuals and provides multiple channels for addressing human rights impacts or issues.

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

Yes, human rights form a part of the Company's Code of Conduct. The Company strictly ensures that no children below 18 years of age are employed at its workplaces and that no form of forced labor is used.

10. Assessments for the year:

All of our plants have been assessed by statutory authorities, with regular inspections conducted periodically by state regulatory and statutory bodies.



Note : 1) Above data pertains to our own manufacturing facilities.
2) Assessments are conducted by both Internal and External Auditors in accordance with the established audit schedule. Additionally, relevant Government authorities carry out their own evaluations. To date, the Company has not received any non-compliance certifications.

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

There were no audit concerns identified in the above areas during the assessments for 2023-24, and as a result, no corrective actions were necessary.

Leadership Indicators /

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

The Company did not receive any human rights grievances or complaints during the reporting year. However, the Company is committed to upholding human rights principles in all its operations.

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

The Company has not undertaken specific human rights due-diligence. However, the protection of human rights is a core aspect of its policies. The Company expects all employees and members of the value chain to adhere to the principles outlined in these policies.

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

4. Details on assessment of value chain partners:



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

No such concerns have been reported, hence no corrective action has been taken.

6 PRINCIPLE

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

Essential Indicators

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

Parameter	FY 2023-24 (In Megajoules)	FY 2022-23 (In Megajoules)
From renewable sources		
Total electricity consumption (A)	21,31,459	
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	21,31,459	-
From non-renewable sources		
Total electricity consumption (D)	2,27,70,907	2,01,78,576
Total fuel consumption (E)	2,94,60,154	2,67,74,734
Energy consumption through sources (F)	1,86,178	32,93,542
Total energy consumed from non-renewable sources (D+E+F)	5,24,17,239	5,02,46,852
Total energy consumed (A+B+C+D+E+F)	5,45,48,698	5,02,46,852
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0146928008	0.0149676283
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output	-	-
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, the name of the external agency.:

We haven't carried out assessment/evaluation/assurance by any 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.

Our Company is not included within the ambit of the Perform, Achieve, and Trade (PAT) Scheme initiated by the Government of India.

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

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third-party water	30,531	20,298
(iv) Seawater/Desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	30,531	20,298
Total volume of water consumption (in kilolitres)	30,531	20,298
Water intensity per rupee of turnover (Water consumed/turnover)	0.822	0.605
Water intensity (optional) – the entity may select the relevant metric	-	-

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

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance or compliance with standards or regulations.



4. Provide the following details related to water discharged:

The STP Wastewater Treatment Capacity is 50 KL per day. During FY 2023-2024, the Company treated a total of 2,316.10 KL of wastewater.

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Water discharge by destination and level of treatment (in Kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third-party water	-	-
(iv) Seawater/Desalinated water	-	-
(v) Others	Reuse in civil and gardening	Reuse in civil and gardening
- No treatment	-	-
- With treatment- please specify level of treatment	STP Treatment- 2316 KL	STP Treatment- 3364 KL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed/turnover)	-	-
Water intensity (optional) – the entity may select the relevant metric	-	-

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

The Company has taken proactive steps to promote environmental sustainability at its Bhavnagar Factory. This includes the installation of a Sewage Treatment Plant (STP) with a capacity of 50 KLD (Kilo Liters per Day), ensuring effective treatment of wastewater.

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

Parameter	Please specify unit	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
NOx	µg/m ³	22.91	16.7
SOx	µg/m ³	17.46	19.5
Particulate matter (PM)	µg/m ³	PM ¹⁰ – 66.94 PM ^{2.5} – 29.6	PM ¹⁰ – 55.8 PM ^{2.5} – 22.3
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 has been carried out by an external agency? (Y/N) If yes, the name of the external agency.

Yes, the independent evaluation was conducted by Sunrise Environment Consultant.

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

Parameter	Please specify unit	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
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	1,988.27	1,764
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	4,662.47	5,045
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-Metric tonnes per lac rupee	0.0000017914	0.0000020283
Parameter	Unit	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-
for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-

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

Yes, the independent evaluation was conducted by shrishti Environmental Services



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

Yes, the Company stop using Fuel from Light Diesel Oil (LDO) and uses Natural gas, Solar Plan install for renewable energy purpose

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

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	43.86 MT	NA
E-waste (B)	1.54 MT	NA
Bio-medical waste (C)	300 Gram	200 Gram
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)	NA	NA
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Empty Chemical Drum – 126.63 MT Process Waste -16.26 MT Cotton Waste – 1.735 MT Oil Waste – 1.085 MT Total -145.71 MT	NA
Total (A+B + C + D + E + F + G + H)	191.11 MT	NA
Waste intensify per rupee of turnover (Total waste generated/ Revenue from Operations)		
Waste intensify per rupee of turnover adjusted for Purchasing Power Parity (PPP)		
Total waste generated/Revenue from Operations adjusted for PPP) – MT/Rupee	0.005147 MT	
Waste intensify in terms of physical output-MT/units of products		
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	126.63 MT	99.47 MT
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	126.63 MT	99.47 MT
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste-Non Hazardous (Food waste), E-waste and plastic waste		
(i) Incineration	1.73	-
(ii) Landfilling	16.26 (Process Waste)	259.59 (Process Waste)
(iii) Other disposal operations	NA	NA
Total	17.99	259.59

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

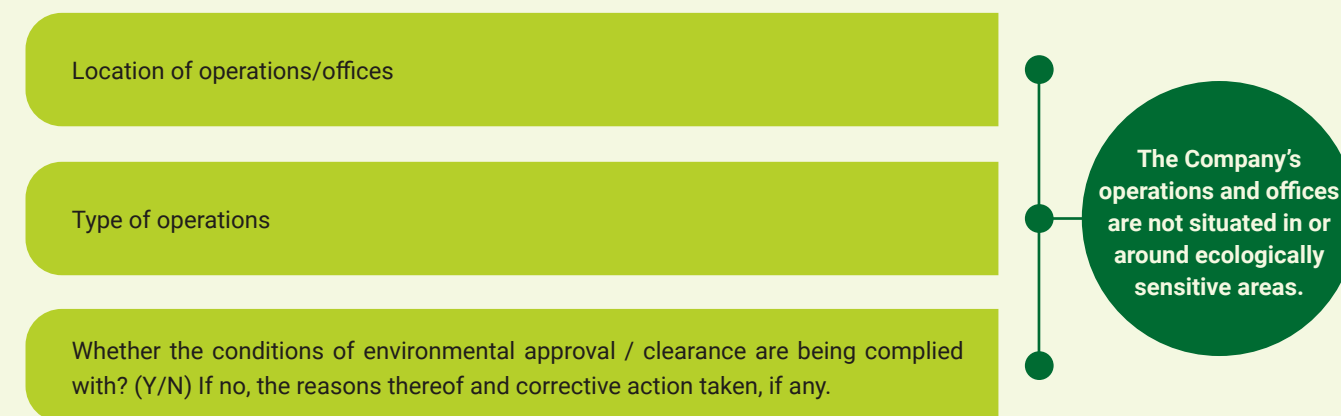
There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

10. 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.

The Company has implemented a comprehensive waste management system, with Standard Operating Procedures (SOPs) in place to ensure the safe handling and disposal of all waste types. The waste management practices adopted by the Company are fully compliant with relevant rules and regulations. These practices include:

- a) **Plastic Waste:** Collected from the market under Extended Producer Responsibility (EPR) and sent to an authorised vendor for recycling and energy recovery.
- b) **Hazardous Waste:** Safely disposed of through an authorised vendor via landfills, incineration, and co-processing at a TSDF site.
- c) **E-waste and Battery Waste:** Disposed of through approved recyclers for safe disposal.
- d) **Biomedical Waste:** Incinerated by an authorised vendor to ensure safe disposal.
- e) **Non-Hazardous Waste:** Disposed of through approved vendors to ensure safety and compliance.

11. 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



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



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

Yes, the Company adheres to the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment Protection Act. The Government of Gujarat has issued a Consolidated Consent and Authorisation (CCA) to the Company

Elements / Licence	Rules / Act	Certificate No.	Frequency	Date	Due Date
GPCB Concern-Amendment to Consolidated Consent & Authorisation [CC&A) Under	Water Act,1974, Air Act, 1981 and Hazardous and other Waste Rules 2016 framed under Environment (Protection) Act,	Certificate No. AWH-105402 AWH-109407	Frequency 07 Years 05 Years	Date 27-11-2019 23-09-2020	Due Date 11-10-2024 30-06-2025
Specify the law/regulation/ guidelines which were 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	
The Company adheres to all relevant environmental laws and regulations.					

Leadership Indicators /

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilometers) :**

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

- i) Name of the area : NIL
- ii) Nature of operations : NIL
- iii) Water withdrawal, consumption and discharge in the following format:

There is no water withdrawal, consumption and discharge in water-stressed areas.

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

The Company is in the process of initiating data collection to calculate Scope 3 emissions.

3. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

The Company's operations and offices are not situated in or around ecologically sensitive areas.

4. 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:

Details of the initiative (Weblink, if any, may be provided alongwith summary)	Initiative undertaken	Outcome of the initiative
Plastic packaging is recycled and sent for energy recovery.	Extended Producer Responsibility for Plastic Packaging Liability	Achieved sustainable disposal of plastic packaging material.
Transitioned from using LDO fuel to natural gas.	Fuel Substitution	Achieved a reduction in CO ₂ emissions.
<ul style="list-style-type: none"> • Implemented Zero Liquid Discharge for API plant. • Recycled treated wastewater using UF and RO systems. • Conducted leakage identification audits and implemented corrective measures. 	Water Reduction	100% recycling of water for gardening and other uses; STP system in place for wastewater recycling.
<ul style="list-style-type: none"> • Installed an online continuous monitoring system for wastewater discharge. • Reduced the use of lab chemicals and consumables. • Enhanced accuracy and timely log generation with alert and SMS provisions for corrective measures. 	Centralised Monitoring System	Achieved zero wastewater discharge.
We actively celebrate World Environment Day to raise awareness and promote environmental stewardship. Additionally, we frequently engage in tree planting initiatives to expand green areas and enhance environmental sustainability.	Plantations	Through our initiatives, we have achieved: Better Environment: Our efforts, including celebrating World Environment Day and planting trees, have contributed to a healthier and more sustainable environment. Beautification: Increased greenery and tree planting initiatives have enhanced the aesthetic appeal and beautification of our surroundings.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ weblink.

Yes, the Company has established a comprehensive Business Continuity and Disaster Recovery Plan for all its locations. This plan is designed to ensure the Company can maintain operations and adapt effectively in the face of natural calamities, manmade disasters, or unprecedented events.

Key components of this plan include:

- **Training and Drills:** Ongoing training and mock drills for employees to prepare them for emergency situations.
- **Adaptability:** The plan is structured to help the Company adjust to disruptions caused by natural calamities or other unexpected events.
- **Continuous Review:** Regular updates to the plan are made based on lessons learned from previous disruptions, such as cyclones, floods, landslides, and pandemics.
- **Risk Management:** Includes periodic risk assessments and the development of appropriate mitigation strategies.
- **Business Interruption Insurance:** Provides coverage for potential losses resulting from business disruptions due to natural calamities.

This plan is continuously reviewed and refined to incorporate insights gained from past events, ensuring resilience and preparedness for future challenges.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

There has been no significant adverse impact on the environment arising from the value chain of the entity.

7. Percentage of Value Chain Partners (by value of business done with such partners) that were assessed for environmental impacts.

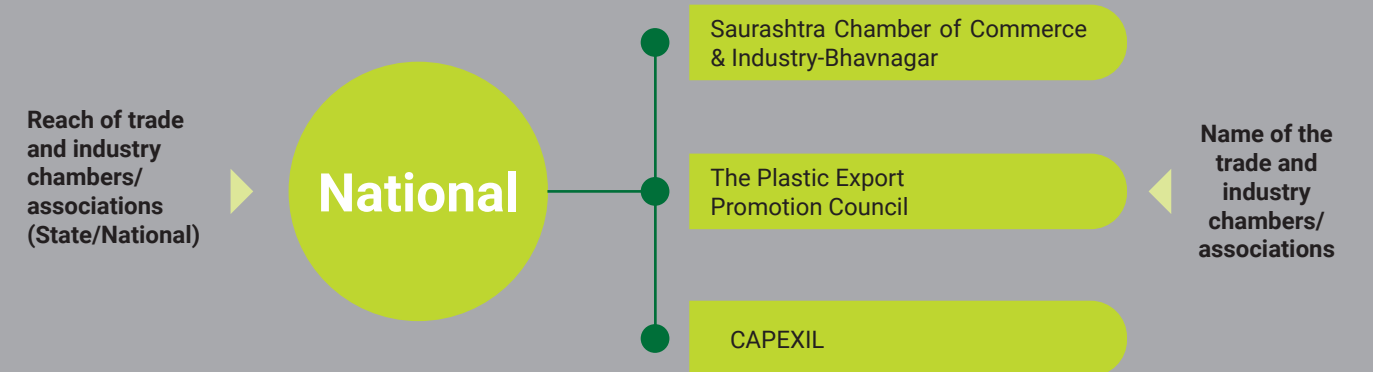
During the reporting period, the Company did not conduct evaluations of its value chain partners based on their environmental impact.

7 PRINCIPLE

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

Essential Indicators

- a. **Number of affiliations with trade and industry chambers/associations.**
The Company is associated with 5 (Five) 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.**



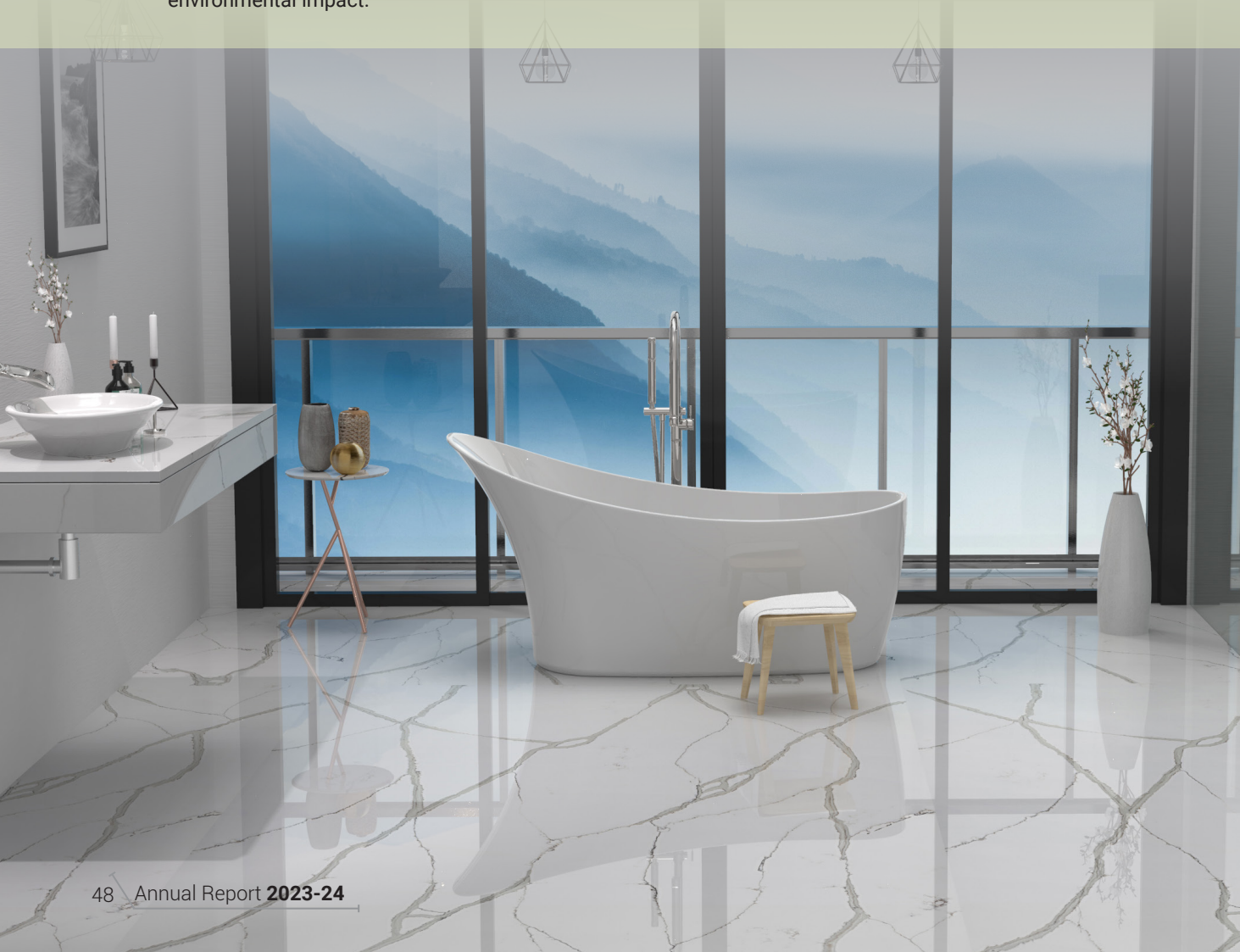
2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities :**
Not Applicable

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

Leadership Indicators

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

Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of review by board (Annually/Half yearly/Quarterly / Others – please specify)	Weblink, if available
The Company has not taken any public policy positions to date. However, it actively participates in industry associations to promote industry advancement and public good. The Company adheres to a Code of Conduct Policy to maintain high standards of business ethics in these engagements.				



8 PRINCIPLE

Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
A Social Impact Assessment is not applicable to the Company, as its operations have no direct or indirect impact on the community or the environment.					

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)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
The Company has not engaged in any Rehabilitation and Resettlement (R&R) activities, as none of its activities directly or indirectly required such measures.						

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

The Company has a Vigil Mechanism Policy that outlines a mechanism for addressing grievances from all stakeholders. Stakeholders can raise grievances and these grievances are then forwarded directly to a Reviewing Authority. The Authority follows an established system and process to investigate, take action, and resolve issues, ensuring the complainant is protected against any form of retaliation.

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

FY 2023-24 (Current financial year) (in %)	Parameter	FY 2022-23 (Previous financial year) (in %)
3.76	Directly sourced from MSMEs/ Small producers	2.25
21.41	Sourced directly from within the district and neighbouring districts	16.81

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2023-24 (in %)	FY 2022-23 (in %)
Rural	15	14
Semi-Urban	15	16
Urban	40	41
Metropolitan	30	29

Leadership Indicators

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above)
- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies

Details of negative social impact identified	Corrective action taken	State	Aspirational district	Amount spent (In ₹)
Given the nature of the Company's operations and business activities, a Social Impact Assessment is not applicable.		There are no CSR projects undertaken by the entity in designated aspirational districts.		

- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)
No, the Company prioritises purchases based on cost, sustainability, and material quality.
 - From which marginalised/vulnerable groups do you procure? - Not Applicable
 - 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

Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
The Company has not owned or acquired any intellectual property rights based on traditional knowledge in the current financial year			

5. Details of corrective actions taken or underway based on any adverse order in intellectual property related disputes wherein traditional knowledge is used. -

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

6. Details of beneficiaries of CSR Projects:

CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
Skill Development Programme	24	100%



9 PRINCIPLE

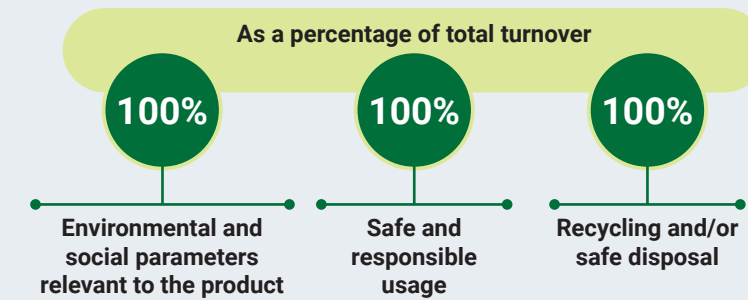
Businesses should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

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

The Company has standard procedures for handling and investigating product quality complaints that are received from various sources such as customers, regulatory agencies, distributors and suppliers. If any consumer complaint is received w.r.t. quality of product, preliminary assessment of the same is done by the QA team and Corrective Action and Preventive Action is raised. The Company has a well-established setup for lodging complaints for the existing customers through emails, letters and phone. Complaints are escalated and resolved within the time bound period depending on nature of complaint.

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



3. Number of consumer complaints in respect of the following

FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
NIL			Data privacy		
			Advertising		
			Cybersecurity		
			Delivery of essential services		
			Restrictive trade practices		
			Unfair Trade Practices		
7	0	All Grievances addressed as of now.	5	0	All Grievances addressed as of now.

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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

Yes, the Company's cybersecurity is managed by an outsourced IT service provider, with regular internal reviews and corrective actions to continuously enhance security. Data privacy requirements are consistently evaluated, and any violations will be addressed in accordance with data privacy laws.

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 the safety of products/services.-

The Company is not involved in the delivery of essential services. There have been no product recalls or penalties imposed by regulatory authorities regarding the safety of Carysil's products or services.

Leadership Indicators /

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

The Company's website provides information on leading products of the Company in different segments and markets. Detailed information each of the products is provided on the product leaflets and can be accessed at: <https://carysilshop.com/shop-2/>

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

Consumers are educated through the information label attached to each product, product brochure, and customised modules. Even trainings are provided to customers as a part of the Product Safety and Stewardship code.

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

Consumers are informed through the information label attached to each product.

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, our product labels are very detailed and carry information about hazards and safe handling. Address and contact numbers of manufacturing sites and the Head Office is provided on product labels. We have a customer care service for attending customer queries related to products and providing solutions.

