

September 03, 2024

BSE Limited
Department of Corporate Services,
Floor 25, Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai 400 001
Scrip Code No: 542665

National Stock Exchange of India Limited
Listing Department,
Exchange Plaza, C-1, Block G
BKC, Bandra (E), Mumbai – 400051
Company Symbol: NEOGEN

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24 (BRSR).

Dear Sir/Madam,

In accordance with the requirement of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the BRSR for the financial year 2023-24. The BRSR also forms the part of our Annual Report for the Financial Year 2023-24, submitted to the exchange(s) vide letter dated September 3, 2024.

The aforesaid report is also available on website of the Company at <https://neogenchem.com/annual-reports-2/>. The above is for the information of exchange and investors at large

Kindly take the above information on your record.

Thanking you,
Yours faithfully,
For Neogen Chemicals Limited

Unnati Kanani
Company Secretary & Compliance Officer
Membership No: ACS 35131
Encl: A/a

Business Responsibility & Sustainability Report [BRSR]

Section A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L24200MH1989PLC050919
2. Name of the Listed Entity	Neogen Chemicals Limited
3. Year of incorporation	1989
4. Registered office address	Office No.1002, 10 th Floor, Dev Corpora Bldg., Opp. Cadbury Co., Eastern Express Highway, Pokhran Rd. No. 2, Khopat, Thane (W) 400 601, India
5. Corporate address	Office No.1002, 10 th Floor, Dev Corpora Bldg., Opp. Cadbury Co., Eastern Express Highway, Pokhran Rd. No. 2, Khopat, Thane (W) 400 601, India
6. E-mail	investor@neogenchem.com
7. Telephone	+91 22 2549 7300
8. Website	www.neogenchem.com
9. Financial year for which reporting is being done	April 1, 2023 to March 31, 2024
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11. Paid-up Capital	₹ 26,38,16,740 consisting of 2,63,81,674 Equity Shares of a Face Value of ₹ 10 each
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Dr. Harin Kanani 022-25497300 investor@neogenchem.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
14. Name of assurance provider	Not Applicable as the Company does not fall under the purview of Assurance as per SEBI's Mandate
15. Type of assurance obtained	-

II. Product/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Organic chemicals	Engaged in manufacturing of Bromine Compounds, Advanced Intermediates and Custom Synthesis & Contract Manufacturing	74.02%
2	Inorganic chemicals	The portfolio includes specialty, inorganic lithium- based chemical products which find applications across multiple industries	25.98%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Organic Chemicals	20119	74.02 %
2	Inorganic Chemicals		25.98%

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

Location	Number of Plants	Number of Offices	Total
National	3	2	5
International	0	0	0

19. Markets served by the entity

a. Number of locations

Location	Number
National (No. of States)	16 States and 1 Union Territories
International (No. of Countries)	31 countries

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

27.34%

c. A brief on types of customers

The Company is a leading provider of specialty chemicals, catering to a diverse range of industries including pharmaceuticals, engineering, and agrochemicals. Beyond its core manufacturing capabilities, the Company offers custom synthesis and contract manufacturing services. This enables the development of customized solutions tailored to specific customer needs, further extending its reach into markets such as electronic chemicals, aroma chemicals, flavours, battery chemicals, eco-friendly VAM, and construction chemicals.

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)	328	309	94%	19	6%
2.	Other than Permanent (E)	0	0	0.0%	0	0.0%
3.	Total employees (D+E)	328	309	94%	19	6%
WORKERS						
4.	Permanent(F)	260	260	100%	0	0%
5.	Other than Permanent (G)	562	557	99%	5	1%
6.	Total workers (F+G)	822	817	99%	5	1%

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)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D+E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent(F)	0	0	0%	0	0%
5.	Other than Permanent (G)	1	1	100%	0	0%
6.	Total workers (F+G)	1	1	100%	0	0%

21. Participation/Inclusion/Representation of women:

	Total (A)	Number and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	8	1	13%
Key Managerial Personnel (including Chairman and Managing Director, Managing Director, Whole Time Director, CFO and CS)	5	1	20%

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	F.Y. 2024			F.Y. 2023			F.Y. 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25.97%	10.81%	25.11%	27.38%	5.56%	32.94%	24.85%	0%	24.85%
Permanent Workers	28.68%	0%	28.68%	39.84%	0%	39.84%	16.14%	0%	16.14%

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

23. a. Names of holding/ subsidiary/ associate companies/ joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Dhara Fine Chem Industries	Joint Venture	90%	No
2	Neogen Ionics Limited	Wholly Owned Subsidiary	100%	No
3	Buli Chemicals India Private Limited	Wholly Owned Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (in ₹ crores): **696.36**

(iii) Net worth (in ₹ crores): **758.22**

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 is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	F.Y. 2023-24			F.Y. 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, a mechanism is in place to interact with community leaders to understand and address their concerns, if any	0	0	-	0	0	-
Investors (other than shareholders)	Yes, a mechanism is in place wherein certain Company representatives and the IR Agency of the Company understands and addresses their concerns, if any	0	0	-	0	0	-
Shareholders	Shareholders may register their Complaints at https://smartodr.in/login . Also, the Company has given Investor relations contact at https://neogenchem.com/online-resolution-of-disputes/ and https://neogenchem.com/investor-contacts/	0	0	-	0	0	-
Employees and workers	Yes, HR policy and Code of Conduct of the Company.	0	0	-	0	0	-
Customers	Quality policy and Annual Customer Satisfaction Survey is done on timely basis.	16	0	Resolved	12	0	Resolved
Value Chain Partners	Yes, BRSR Policy.	0	0	-	0	0	-
Other (please specify)	NA	N.A.	N.A.	N.A.	N.A.	N.A.	NA

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Risk	Given the mounting regulatory landscape surrounding energy management and alternative fuels, it's crucial for the Company to prioritize efficient and environmentally friendly energy sources.	The Company consistently conducts energy-saving assessments to identify opportunities for enhancing energy efficiency across its operations. Key initiatives encompass the deployment of energy-efficient technologies, infrastructure upgrades, and the adoption of smart energy management systems. Additionally, they prioritize the utilization of renewable energy sources and aim to elevate their proportion in the energy mix.	Negative financial impact is incurred due to increased operational costs from fluctuating energy prices or potential regulatory changes
2	Occupational Health & Safety	Risk	Chemical sector's workforce is consistently exposed to hazards and chemical risks. As a responsible corporate citizen, it is imperative for the Company to protect its workforce by implementing initiatives and strict protocols to minimize the risk of incidents and mishaps.	The company emphasizes employee well-being with a thorough Health and Safety Management Plan. Prioritizing prevention and mitigation, they actively identify and manage potential hazards for a safe working environment. Their Process Safety and Risk Management protocols include stringent measures aligned with or surpassing industry standards to prevent accidents and control risks.	Negative financial impact is incurred due to increased expenditure over initiatives and asset management.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Waste Management	Risk	Effective waste management is crucial for the Company to uphold responsible operations and ensure safety. Given the nature of its operations, the Company produces substantial waste, including solvents and chemicals potentially harmful to the environment and human health. Encouraging safe disposal practices is imperative for ensuring sound waste management.	The Company responsibly manages its solid waste by disposing of it at authorized landfills and incinerators according to its policy. Hazardous waste is directed to co-processing units, while over 10% of the quantity is recycled through established mechanisms.	Negative impact is endured due to measures of waste handling and management.
4	Climate Change	Risk	Given the growing focus on governance concerning carbon emissions and climate change, it's crucial for the Company to closely monitor exhaust and complex emissions to avoid financial losses in the form of fines and penalties.	The Company gives priority to utilizing renewable energy sources for powering its operations. Additionally, it invests in energy-efficient equipment and technologies to decrease energy consumption and lower greenhouse gas emissions. As part of its environmental stewardship, the company actively investigates opportunities for Carbon Capture, Utilization, and Storage (CCUS) to mitigate its carbon footprint. In the current year, the Company has commenced the implementation of a Solar Plant to power its operations, thereby reducing its carbon footprint.	Additional costs are incurred for the monitoring and management of emissions, resulting in negative 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)
5	Compliance	Risk	Ethical operations and governance is the reflection of responsible compliance of the Company. Being, a chemical manufacturer it is critical for the company to be compliant with applicable set of regulations and norms and hence, avoid getting penalized.	The Company is dedicated to fulfilling all relevant legal obligations, ensuring that its operations fully comply with the law. To oversee compliance efforts, regular quarterly assessments are conducted. These assessments entail a comprehensive examination of processes, procedures, and practices to detect any instances of non-compliance or potential risks. Through proactive compliance monitoring, the Company promptly addresses issues and implements corrective actions.	Negative implications are observed due to investments to ensure compliance within the processes and Implications would be positive as the company adheres to Compliances and this outweighs the cost that would be incurred due to non compliance
6	Water & effluent	Risk	Water plays a critical role in multiple processes within the Company's operations. Responsible management not only enhances stakeholder trust but also ensures the systematic discharge of effluents, thereby averting penalties.	The Company has robust initiatives to ensure 100% wastewater effluent treatment as follows: <ul style="list-style-type: none"> • Karakhadi, Vadodara Plant contains an effluent treatment plant with primary (chemical), secondary (biological), and tertiary (disinfection) treatment facilities. • Mahape Plant disposes off liquid effluent in a shared wastewater treatment plant. • Dahej SEZ plant successfully operated a zero liquid discharge (ZLD) system, which processes 100% of the waste water generated for recovering and recycling water. 	Financial negative impact is incurred due to potential risk of increased cost of waste water treatment.

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)
7	Human Rights	Risk	Ensuring adherence to human rights throughout all operations and preventing any form of exploitation is paramount to the Company. Non-compliance with human rights standards damages the Company's reputation.	The Company upholds and respects the fundamental human rights of its employees, customers, and stakeholders. It is committed to fostering an inclusive and diverse work environment that promotes equality, non-discrimination, and fair treatment for all. Furthermore, the Company's Prevention of Sexual Harassment (POSH) policy and whistleblower policy provide protection to complainants and offer guidance on raising concerns regarding misconduct and ill-treatment.	Negative impact is incurred because of possible increased compliance costs, potential legal liabilities and these risks may affect investor confidence, lead to higher operational expenses.
8	Business Ethics	Opportunity	Good governance and ethical operations lead to virtuous work outcomes. It is essential for the Company to prioritize transparent practices and uphold business ethics to enhance stakeholder trust.	The Company maintains the highest ethical standards, guided by its Code of Conduct, which applies to all employees and senior management. This code underscores their dedication to integrity, transparency, and responsible business practices. The HR Policy further solidifies this commitment by advocating for fairness, equal opportunity, and respect in employment matters. Upholding these policies ensures that ethical conduct remains central to their operations, fostering trust with stakeholders and the communities they serve. Additionally, the Company's Whistleblower Policy offers guidance on reporting any misconduct or fraud within the organization.	Positive impact is incurred financially. By prioritizing sustainability and ethically responsible practices, the company can tap into growing markets that value ethical standards, ultimately driving profitability and long-term growth.

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)
9	Supply Chain Sustainability	Risk	It is important for the Company to operate with resilience and deliver without disruption.	The Company consistently collaborates with suppliers to establish alignment on quality standards, ethical practices, and sustainability objectives. Through its well-managed supply chain, the Company ensures efficient procurement, timely deliveries, and uninterrupted operations. By fostering these enduring relationships, the Company cultivates a mutually beneficial environment that fosters innovation, reliability, and resilience.	Negative implications as it may affect our deliveries as well.
10	Training & Education	Opportunity	The Company's dynamic training and learning programs facilitate skill and knowledge development for the workforce. These well-structured programs introduce employees to newer and improved processes, ultimately enhancing efficiency and productivity within their roles.	The Company makes substantial investments in comprehensive training programs to empower its workforce with the knowledge, skills, and resources necessary for success in their roles. By prioritizing initiatives focused on health and safety and workforce skill enhancement, the Company endeavours to cultivate a knowledgeable and high-performing workforce that drives progress and excellence.	Positive implications due to increased work productivity.
11	Local Communities	Opportunity	It is essential for the Company to operate in harmony with community and its priorities and avoid any conflicts.	The Company has a broader objective of contributing to the well-being of communities and society. Through, Corporate Social Responsibility (CSR) policy, we prioritize in the following focus area: <ul style="list-style-type: none"> • Rural Development • Healthcare, Sanitation, and nutrition • Education • Environment Sustainability • Conservation and management of natural resources 	Positive implications are due to reputational gains and benefit to the society as a whole.

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)
12	Materials	Risk	To maintain continuous operations and deliver quality products, it is essential for the Company to ensure a steady supply of materials that are cost-effective and meet quality standards.	The Company's procurement team ensures that a large portion of essential raw materials is sourced from multiple suppliers. Furthermore, the Company cultivates strong, long-term relationships with suppliers to access raw resources at competitive prices. Additionally, the Company maintains sufficient inventory levels to mitigate associated risks.	Negative Implications, as Neogen Chemicals may face financial implications due to the volatility and rising costs of raw material like lithium which is crucial for product line.
13	Market Presence	Opportunity	It is essential for the Company to outreach to more customers and penetrate deeper in the market and enjoy growing market base with multiple profitable opportunities	Over the years, the Company has broadened its product range to serve a diverse customer base. The current portfolio comprises over 246 products, applied across various industries in India, including pharmaceuticals, engineering fluids, electronic chemicals, polymer additives, agrochemical intermediates, water treatment, construction chemicals, aroma chemicals, specialty polymers, flavours and fragrances, with emerging applications in lithium-ion battery materials for energy storage and electric vehicle (EV) use.	Positive implications are due to increased market penetration and customer base.
14	Technology	Risk	Obsolescence risk refers to the potential for a business procedure or technology to become outdated, diminishing its competitiveness in the market.	The Company heavily relies on its information technology systems for various corporate activities, including processing financial information, managing creditor/debtor information, customer communication, website marketing, and regular business operations. Regular evaluations of its cyber space and IT guidelines are conducted, with the implementation of appropriate IT frameworks to ensure compliance.	Negative implications may be incurred due to increased costs arising out of risk of obsolescence if the company fails to adapt to emerging technologies.

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)
15	Global Uncertainty	Risk and Opportunity	Unforeseen events such as pandemics, geopolitical disruptions, natural calamities, war, and terrorism can impact both the business and stakeholders of the Company.	<p>Additionally, the Company maintains an effective backup system to mitigate risks associated with partial or complete disruptions to its IT systems.</p> <p>The Company has implemented precautionary measures to:</p> <ul style="list-style-type: none"> Minimize the impact of global uncertainties Expand its presence in countries with stable political regimes Develop moderate capabilities to mitigate the impact of natural calamities to the extent feasible. 	Negative impact may be incurred due to unforeseen events and situations.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements.

The NGRBC released by the Ministry of Corporate Affairs has updated and adopted nine areas of Business Responsibility. These are briefly as under:

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available.	The mandatory policies are available at http://neogenchem.com/corporate-governance/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 45001: 2018 Certification	ISO 9001:2015, ISO14001:2015, ISO 45001: 2018, GMP Certification	ISO 45001: 2018 Certification	ISO 45001: 2018 Certification	ISO 45001: 2018 Certification	ISO 14001: 2015, ISO45001:2018 Certification	No	ISO 45001: 2018 Certification	ISO 9001:2015 Certification
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set forth its ESG roadmap with specific goals and targets, including defined timelines, and will report on its performance in the coming reporting years.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The performance of each of the principles is reviewed periodically by the Management and the respective departments.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Dear Stakeholders,</p> <p>Neogen Chemicals Limited is committed to responsible business practices and sustainable growth. Our recent initiatives demonstrate our dedication to environmental protection, social responsibility, and governance. Our upcoming Greenfield Project in Dahej PCPIR, Pakhajan, Gujarat aligns with sustainable development goals. Our focus on battery materials and specialty chemicals supports emerging clean energy technologies.</p> <p>We prioritize employee well-being and invest in their development as employees are the pillars of our business. We believe in the power of ethical sourcing to strengthen our value chains and strive for responsible sourcing practices and ethical supply chains.</p> <p>We also follow the principles of circularity across our business and during the reporting period we could record 38.3% reduction in waste generation. We also believe in local hiring to support SDG 8 and are glad to declare that 27% of our wages are associated with the rural employments.</p> <p>We believe in a safe work culture and ensure top most safety standards for our workforce.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									

We are committed to contributing positively to the communities where we operate by touching their lives positively through our CSR initiatives. Our focus on employee welfare and community engagement helps us align with SDG 8. We are Environmental stewards and continue to make efforts to reduce environmental impact through sustainable practices.

We are optimistic about our growth and we also ensure to invest in R&D to explore state of the art technologies, expand our operations and align with latest sustainability trends.

The company is committed to responsible business practices, environmental stewardship, and social welfare. I thank all my stakeholders including my employees for supporting through this sustainability journey and we have miles to go as the best is yet to come.

Warm Regards,

Dr. Harin Kanani, Managing Director

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Dr. Harin Kanani DIN Number: 05136947 Designation: Managing Director Telephone Number: 022-25497300 Email ID: investor@neogenchem.com
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>The Company has established two pivotal committees: the Risk Management Committee and the Corporate Social Responsibility (CSR) Committee. In a forward-thinking move, the Company has woven Environmental, Social, and Governance (ESG) risks into the fabric of its Risk Management Committee's mandate. This integration ensures a comprehensive approach to identifying both internal and external risks, aligning with the Company's commitment to sustainable and responsible business practices.</p> <p>Furthermore, the Company is dedicated to impactful CSR initiatives, focusing on a diverse range of areas to foster positive change. Key areas include:</p> <ul style="list-style-type: none"> • Water Management Programmes: Ensuring sustainable water use and access. • Environmental Sustainability: Initiatives aimed at protecting and preserving the environment. • Agricultural Development: Supporting innovations and improvements in farming practices. • Educational Promotion: Enhancing educational opportunities for children. • Healthcare Advancement: Improving access to preventive healthcare, sanitation, and contributing to disaster management efforts. • Women's Empowerment Projects: Supporting initiatives that uplift and empower women. • Rural Development Projects: Enhancing the quality of life and economic well-being in rural areas. <p>Through these focused CSR efforts, the Company not only addresses critical societal needs but also reinforces its role as a responsible and responsive corporate citizen.</p> <p>Alongwith, Risk Management & CSR Committee, the Company also has an EHS Committee at the plant and HO levels.</p>

10 Details of Review of NGRBCs by the Company

Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
1 Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y
2 Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y

Subject for Review	b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
1 Performance against above policies and follow up action	Quarterly	Quarterly/ Annually	Quarterly	Annually	Quarterly	Quarterly	Annually	Annually	Quarterly
2 Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Quarterly	Quarterly/ Annually	Quarterly	Annually	Quarterly	Quarterly	Annually	Annually	Quarterly

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

The Company internally reviews SOPs and policies regularly, overseen by Senior Management and Board Committees. Quality, Safety & Health, and Environmental Policies undergo internal and external audits as part of the certification process and ongoing assessments. Other policies are periodically assessed for effectiveness through internal audit mechanism.

12. If 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)									
It is planned to be done in the next financial year (Yes/ No)									
Any other reason (please specify)									

Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year.

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	-	-	-
Key Managerial Personnel	-	-	-
Employees other than BoD and KMPs	1	Training on Bribery (Anti-Corruption) Policy	3%
Workers	-	-	-

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	-	-	0	-	-
Settlement	-	-	0	-	-
Compounding fee	-	-	0	-	-

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

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

Not Applicable

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

Yes. The Company is steadfast in its commitment to ethical business practices, underscored by its comprehensive Anti-Bribery and Anti-Corruption (ABAC) policy. Adopting a zero-tolerance stance on bribery and corruption, the Company ensures that all business dealings and relationships are conducted with the highest standards of professionalism, fairness, and integrity, regardless of geographic location.

To support this commitment, the Company has implemented a robust Whistle-blower Policy and Vigil Mechanism. This formal structure empowers directors, employees, and external stakeholders to report concerns regarding unethical behavior, suspected fraud, or breaches of the Company's Code of Conduct. Key features of the policy include:

- **Protection Against Retaliation:** Safeguards are in place to prevent any form of victimization against those who use the whistle-blower mechanism.
- **Open Access:** All personnel are assured direct access to the Chairperson of the Audit Committee, ensuring transparency and accountability.

The ABAC Policy also serves as a practical guide, clarifying acceptable practices related to offering, giving, and accepting gifts and hospitality. This guidance helps directors, officers, employees, and service providers navigate ethical dilemmas, reinforcing the Company's unwavering dedication to ethical conduct and governance.

5. **Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

	F.Y. 2024	F.Y. 2023
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	F.Y. 2024		F.Y. 2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

During F.Y. 2023-24, there were no such reported cases on the Company.

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

	F.Y. 2024	F.Y. 2023
Number of days of accounts payable	107.11	118.83

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	F.Y. 2024	F.Y. 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	49.06%	27.50%
	b. Number of trading houses where purchases are made from	117	91
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.70%	63.09%
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	NA	NA
	b. Number of dealers distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	0.98%*	0.00%*
	b. Sales (Sales to related parties/ Total Sales)	6.19%*	0.00%*
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.69%*	NA*
	d. Investments (Investments in related parties/ Total Investments made)	100%*	100%*

* The transaction are executed with the wholly owned subsidiaries of the Company.

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

The Company has implemented a comprehensive process to effectively manage and avoid conflicts of interest involving Board members. This process emphasizes the importance of transparency and accountability, requiring individuals to disclose any interests they may have in a company or firm that is a supplier, customer, distributor, or engaged in business dealings with the Company.

Key steps in this process include:

- **Mandatory Disclosure:** Board members must promptly disclose any potential conflicts of interest to ensure that all relevant information is on record.
- **Board Notification:** The Board is informed of any such circumstances, ensuring collective awareness and oversight.
- **Guidance and Resolution:** The concerned individual is required to take necessary actions as advised by the Board to resolve or avoid the conflict, following best practices and ethical guidelines.
- **Weekly Meetings:** Regular weekly meetings are conducted to discuss, understand, and amicably resolve any conflicts. These meetings facilitate open communication and ensure that conflicts are addressed in a timely and effective manner.

Through these measures, the Company ensures that all Board activities are conducted with integrity, promoting a culture of transparency and ethical decision-making.

PRINCIPLE 2: Business 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.**

	F.Y. 2024	F.Y. 2023	Details of improvements in environmental and social impacts
R&D	55%	60%	R&D of pharma related products to improve health of people. Manufacturing of lithium-ion battery materials with wide application in energy storage and EVs helping to create a positive impact on environment by achieving reduction in GHG emissions and fuel resilience.
Capex	0.70%	1.00%*	Reduction in discharge of harmful content in environment and R&D of pharma related products

*Figures for FY 2023 have been restated as the categorisation for Capex has been revised this year.

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
Yes
- b. If yes, what percentage of inputs were sourced sustainably?**
approx. 25%
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
 - (d) other waste

We dispose off our hazardous waste as per Hazardous Waste Management Rules 2016.
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 company adheres to Extended Producer Responsibility (EPR) regulations, aligning its waste collection plan accordingly.

PRINCIPLE 3: Business 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	309	309	100%	309	100%	NA	NA	NA	NA	NA	NA
Female	19	19	100%	19	100%	19	100%	NA	NA	NA	NA
Total	328	328	100%	328	100%	19	5.79%	NA	NA	NA	NA
Other than Permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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	260	260	100%	260	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	260	260	100%	260	100%	0	0%	0	0%	0	0%
Other than Permanent workers											
Male	557	557	100%	557	100%	0	0%	0	0%	0	0%
Female	5	5	100%	5	100%	0	0%	0	0%	0	0%
Total	562	562	100%	562	100%	0	0%	0	0%	0	0%

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

	F.Y. 2024	F.Y. 2023
Cost incurred on well-being measures as a % of total revenue of the company	0.94%	0.85%

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

Benefits	F.Y. 2024			F.Y. 2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	3.0%	10%	Y	*4.31%	*17.19%	Y
Others – NPS	8.23%	0	Y	0%	0	NA

* Figures for ESI have been restated for F.Y. 2023 as the revised approach for the categorization of employees and workers is taken.

3. Accessibility of workplaces

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

Yes, the Company's premises are in compliance with the accessibility requirements outlined in the Rights of Persons with Disabilities Act, 2016, ensuring access for differently abled employees and workers.

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 committed to diversity and inclusion, fostering a workplace free from discrimination based on any factor, including sex, race, religion, or disability. We ensure equal opportunities for all employees.

The policy can be accessed from <https://neogenchem.com/wp-content/uploads/E-code-of-Ethics-Directors-KMP.pdf>.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	0%	NA	NA
Female	67%	50%	NA	NA
Total	67%	50%	NA	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes	The Company outlines its process for receiving and addressing grievances under its Whistleblower policy. A complainant can report detailed "Reportable Matters" or "Alleged Misconduct" to the Audit Committee. The Audit Committee handles these matters responsibly, ensuring confidentiality and impartiality. An investigative team is appointed to conduct inquiries, with the Chairman of the Audit Committee responsible for recommending disciplinary actions, if necessary.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent	Yes	
Employees		

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

Category	F.Y. 2024			F.Y. 2023		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	309	0	0%	307	0	0%
Female	19	0	0%	18	0	0%
Total Permanent Worker						
Male	260	14	5.38%	256	15	5.86%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	F.Y. 2024					F.Y. 2023				
	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	309	309	100%	110	36%	307	307	100%	307	100%
Female	19	19	100%	12	63%	18	18	100%	18	100%
Total	328	328	100%	122	37%	325	325	100%	325	100%
Workers										
Male	260	260	100%	130	50%	256	256	100%	256	100%
Female	0	0	NA	0	NA	0	0	NA	0	NA
Total	260	260	100%	130	50%	256	256	100%	256	100%

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

Category	F.Y. 2024			F.Y. 2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	309	309	100%	307	307	100%
Female	19	19	100%	18	18	100%
Total	328	328	100%	325	325	100%
Workers						
Male	260	260	100%	256	256	100%
Female	0	0	NA	0	0	NA
Total	260	260	100%	256	256	100%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?	Yes, the Company has Environment, Health & Safety management system in place. The system is applicable across all sites of the Company. The Karakhadi and Dahej sites of the Company holds ISO 45001:2018 certification.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company prioritizes a safe work environment. We achieve this through a systematic risk management program that includes hazard identification (HAZOP, HIRA), regular workplace monitoring, and work permit systems for non-routine tasks. This approach, combined with employee training, significantly reduces the risk of accidents and occupational health hazards.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Yes
d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes, the Company provides medical insurance to their employees.

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

Safety Incident/Number	Category	F.Y. 2024	F.Y. 2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company is deeply committed to Environment, Health, and Safety (EHS), striving for continuous improvement in workplace safety and process safety management through proactive employee engagement and targeted training programs that promote behavioural change. Both internal and external safety aspects are regularly monitored to elevate safety standards, with remedial measures swiftly implemented where necessary.

A rigorous incident reporting system is in place, where even non-injury incidents and unexpected occurrences are documented in Neogen's safety management system (SMS). The Company diligently investigates each incident to identify its root cause, ensuring that protective measures are instituted to prevent similar occurrences in the future.

To maintain high safety standards, the Company conducts Hazard and Operability (HAZOP) studies for all new products. Comprehensive training programs are offered, including Emergency Response Team training, Basic PPE training for contract workers, Introduction Safety Training, and Process Safety Training. Regular fire drills and mock drills are conducted for employees and workers to ensure preparedness.

Furthermore, a Pre-Startup Safety Review is conducted for all new operations to guarantee safe commencement. Safety training is mandatory for every employee during their induction program, emphasizing the importance of safety from the outset. The Company also ensures that all emergency equipment is well-maintained and in optimal condition, reflecting its unwavering commitment to a safe and secure work environment.

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

	F.Y. 2024			F.Y. 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. Assessment for the year:

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

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

The Company has demonstrated a proactive approach by promptly addressing health and safety concerns in the workplace. The safety department conducts monthly review meetings to analyse the root causes of incidents. Additionally, the Company is responsible for developing corrective and preventive actions.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N): Yes

(B) Workers (Y/N): Yes

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

The Company takes following measures to ensure that statutory dues have been deducted and deposited by the value chain partners:

- i. Monthly Provident Fund (PF), Wage register, bank transfer etc. are the documents submitted on the monthly basis by the contractors as per statutory dates to the entity's HR team.
- ii. For any non-compliance, the Company has stringent penalty clause.
- iii. If contractors fail to submit statutory payment documents, the Company's HR team possesses complete authority to withhold contractor payments as a control measure. These retained payments are only disbursed once contractors provide documentary evidence of statutory compliance dues being paid.

With the above control system, the Company ensures that the contractors pay well on time to all contract employees, along with all statutory compliance.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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	
	F.Y. 2024	F.Y. 2023	F.Y. 2024	F.Y. 2023
Employees	0	0	0	0
Workers	0	0	0	0

PRINCIPLE 4: Business should respect the interests of and be responsive to all its stakeholders**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company cultivates collaborative relationships with a diverse array of stakeholders across its value chain. By meticulously identifying and aligning expectations with each stakeholder group, the Company ensures partnerships that are mutually beneficial. Each business function compiles a comprehensive list of relevant stakeholders, ensuring that the Company's objectives are harmonized with stakeholder expectations. This process of stakeholder identification is customized to align with the Company's business model and sector-specific considerations.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> Company website. Reports to stock exchange Investor meets. Quarterly results. 	<ul style="list-style-type: none"> Monthly Quarterly Half Yearly Annually 	<ul style="list-style-type: none"> Long term value creation Transparency Good governance Socially & Environmentally Responsible Brand Image
Customers	No	<ul style="list-style-type: none"> Emails Customer satisfaction survey 	<ul style="list-style-type: none"> Annual 	<ul style="list-style-type: none"> Responsible production Competitive cost Quality & timely delivery
Employees	No	<ul style="list-style-type: none"> Newsletter Employee engagement survey Emails 	<ul style="list-style-type: none"> Monthly Quarterly Half-Yearly 	<ul style="list-style-type: none"> Diversity Quality of work and life Fair wages & remuneration benefits Training & Development Career growth Health & safety
Regulatory bodies and government agency	No	<ul style="list-style-type: none"> Seminars specialized programs conferences 	<ul style="list-style-type: none"> Quarterly Annually 	<ul style="list-style-type: none"> Implementation of compliance management system Proactive compliance
Suppliers and contractors	No	<ul style="list-style-type: none"> Supplier meets contract discussion meetings 	<ul style="list-style-type: none"> Monthly Quarterly Annually Need based 	<ul style="list-style-type: none"> Cost Timely delivery On time payment Ethical behaviour Product quality Health & safety
Local Communities	No	<ul style="list-style-type: none"> Regular engagement with local communities Community engagement during CSR initiatives 	<ul style="list-style-type: none"> Need based 	<ul style="list-style-type: none"> Development interventions Local employment generation

Leadership Indicator

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company maintains a comprehensive stakeholder engagement process. The Board actively consults with stakeholders on economic, environmental, and social matters through designated functions. Stakeholder feedback is compiled and presented to the Committee of Board for informed decision-making.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

The Company prioritizes comprehensive stakeholder engagement in its materiality assessment process. This collaborative approach ensures we identify and address key environmental, social, and governance (ESG) topics, fostering effective strategies for long-term success.

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

The company has identified marginalized and disadvantaged groups through surveys, assessments, and engagement with various local communities. With a broader objective of contributing to the well-being of the communities and society it impacts and relies on, the company undertakes various CSR activities and donations aimed at uplifting and improving the lives of disadvantaged, vulnerable, and marginalized stakeholders. Being a Specialty Chemical Manufacturing Company committed to clean and green technology, we have same approach while making CSR contribution with focus area being environment sustainability and improving and empowering the livelihood of surrounding rural communities by supporting towards their health and wellness, education, preservation of natural resources, rural development, sanitation and hygiene needs especially those that are marginalized. These initiatives are implemented in the vicinity of the company's manufacturing facilities.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	F.Y. 2024			F.Y. 2023		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	328	328	100%	325	325	100%
Other than permanent	0	0	0%	0	0	0
Total Employees	328	328	100%	325	325	100%
Workers						
Permanent	260	260	100%	256	256	100%
Other than permanent	562	562	100%	656	656	100%
Total Workers	822	822	100%	912	912	100%

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

Category	F.Y. 2024					F.Y. 2023				
	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										
Male	309	0	0%	309	100%	307	0	0	307	100%
Female	19	0	0%	19	100%	18	0	0	18	100%
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Workers										
Permanent										
Male	260	11	4%	249	96%	256	0	NA	256	100%
Female	0	0	NA	0	NA	0	0	NA	0	NA
Other than Permanent										
Male	557	507	91%	50	9%	640	640	100%	0	0
Female	5	5	100%	0	0%	16	16	100%	0	0

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (In Lakhs)	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	125.6	0	0
Key Managerial Personnel	1	88.6	1	26.9
Employees other than BoD and KMP	305	8.4	18	8.3
Workers	260	3.7	0	0

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	F.Y. 2024	F.Y. 2023
Gross wages paid to females as % of total wage	2.78%	2.98%

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

The Company has Employee/Works Committee at its Plants located at Karakhadi and Dahej, SEZ.

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

The Company's Whistle-blower Policy provides a confidential and unbiased avenue for employees to report suspected misconduct. All complaints, referred to as "Reportable Matters," are directed to the Audit Committee, which ensures a comprehensive investigation in an unbiased manner. Based on the findings, the Committee recommends suitable disciplinary actions to address any confirmed issues.

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

	F.Y. 2024			F.Y. 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	NA	NA	0	NA	NA
Discrimination at workplace	0	NA	NA	0	NA	NA
Child Labour	0	NA	NA	0	NA	NA
Forced Labour/Involuntary Labour	0	NA	NA	0	NA	NA
Wages	0	NA	NA	0	NA	NA
Other human rights related issues	0	NA	NA	0	NA	NA

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

	F.Y. 2024	F.Y. 2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company's Prevention of Sexual Harassment (POSH) policy emphasizes the importance of safeguarding sexual harassment complainants to support their personal and professional development. Both the POSH and Whistleblower policies explicitly guarantee that complainants will not face retaliation or adverse consequences as a result of their disclosures. This protection extends to safeguarding against job loss, transfer, demotion, or denial of promotion, thereby ensuring a secure and supportive environment for all employees.

The POSHA policy and the Whistle Blower policy of the Company can be accessed at <https://neogenchem.com/wp-content/uploads/POSHA-Policy.pdf> and <https://neogenchem.com/wp-content/uploads/L-Whistle-blower.pdf> respectively.

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

Yes

10. Assessment for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	50% of Plants and Offices have been assessed.
Forced/involuntary labour	50% of Plants and Offices have been assessed.
Sexual harassment	0
Discrimination at workplace	50% of Plants and Offices have been assessed.
Wages	50% of Plants and Offices have been assessed.
Others-please specify	0

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

Not Applicable, as no cases were reported.

Leadership Indicators

- Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.**
There has been no change in the process for addressing human rights grievances/complaints during the current financial year.
- Details of the scope and coverage of any Human rights due-diligence conducted.**
Not Applicable
- Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**
Yes, the Company's premise/office is designed to accommodate differently abled visitors in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016. This includes features such as ramps, special restrooms, and elevators for accessibility.
- Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 4 above.**
Not Applicable

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

Essential Indicators

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

Parameter	Unit	F.Y. 2024	F.Y. 2023
From renewable sources			
Total electricity consumption (A)	GJ	-	-
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)		-	-
Total energy consumed from renewable sources (A+B+C)	GJ	-	-
From non-renewable sources			
Total electricity consumption (D)	GJ	46,954.03	*41,762.21
Total fuel consumption (E)	GJ	1,64,621.82	*1,51,020.90
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	2,11,575.85	*1,92,783.11
Total energy consumed (A+B+C+D+E+F)	GJ	2,11,575.85	*1,92,783.11
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/INR Lakhs	3.04	2.81*
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	GJ/ INR Lakhs turnover adjusted for PPP	0.82	0.76
Energy intensity in terms of physical output	GJ/kg of production	0.03	0.02

* Figures for F.Y. 2023 have been restated as all the plants' data have been mapped and included under the revised approach taken by the entity.

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

Energy Audit has been conducted for Dahej unit during the reporting year.

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

any.

Not Applicable

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

Parameter	F.Y. 2024	F.Y. 2023
Water withdrawal by source (in kilolitres)		
(i) Surface Water	0	0
(ii) Ground Water	47,995	*46,268
(iii) Third Party Water	1,12,881	*79,174
(iv) Seawater / desalinated water		0
(v) Others		0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,60,876	*1,25,442
Total volume of water consumption (in kilolitres)	1,50,940	*1,15,669
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) (Kilolitres/Lakhs ₹)	2.17	*1.69
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (Kilolitres/Lakhs ₹)	0.58	0.45
Water intensity in terms of physical output (KL/Kg of production)	0.02	0.01

* Figures for F.Y. 2023 have been restated as all the plants' data have been mapped and included under the revised approach taken by the entity.

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

SIDDHI Green, a third-party agency monitors/assesses the quality of water consumed on a monthly basis.

4. Provide the following details related to water discharged:

Parameter	F.Y. 2024	F.Y. 2023
Water discharge by destination and level of treatment (in kilolitres)		
i) To surface water		
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
ii) To Groundwater		
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
iii) To Seawater		
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
iv) Sent to third-parties		
- No treatment	-	-
- With treatment (Primary Treatment)	9,935.56	*9,873
v) Others		
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
Total water discharge (in kilolitres)	9,935.56	*9,873

* Figures for F.Y. 2023 have been restated as all the plants' data have been mapped and included under the revised approach taken by the entity.

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

No, an independent assurance for water discharge has not been carried out by an external agency.

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

The Company leverages a Zero Liquid Discharge (ZLD) facility at its Dahej SEZ plant. This advanced system utilizes ultrafiltration (UF) and multistage reverse osmosis (RO) to treat wastewater and create reusable utility water. This approach minimizes freshwater consumption and promotes environmental responsibility at the Dahej site.

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

Parameter	Please specify unit	F.Y. 2024	F.Y. 2023
NOx	ppm	18	*23.50
Sox	ppm	24	*30.50
Particulate matter (PM)	mg/NM ³	46	*52
Persistent organic compounds (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others-please specify		NA	NA

* Figures for F.Y. 2023 have been restated as the unit of measurement has changed from MT to PPM and mg/NM³ under the revised approach taken by the entity.

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

Siddhi Green monitors/assesses the air emissions of the Company's production facilities on monthly basis.

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

Parameter	Unit	F.Y. 2024	F.Y. 2023
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	13,543.27	*10,174.78
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	9,260.32	*8,236.44
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/lakhs ₹ turnover	0.33	0.27*
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCo ₂ e/Lakh ₹ turnover adjusted for PPP	0.09	0.07
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/kg of production	0.003	0.002

* Figures for F.Y. 2023 have been restated as all the plants' data have been mapped and included under the revised approach taken by the entity.

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

No, an independent assurance has not been carried out by an external agency.

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

In F.Y. 2022-23, the Company initiated the installation of solar panels at its Karakhadi Plant. This project was successfully implemented in F.Y. 2023-24, significantly contributing to the reduction of Greenhouse Gas Emissions and the Company's overall carbon footprint.

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

Parameter	F.Y. 2024	F.Y. 2023
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	3,634.38	5,890.78*
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	3,634.38	5,890.78*
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/Lakh INR)	0.05	0.08
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/Lakh INR)	0.01	0.02
Waste intensity in terms of physical output (MT/Kg of production)	0.0005	0.0006
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	2,964	3,917*
ii) Re-used	-	-
iii) Other recovery operations	-	-
Total	2,964	3,917*
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i) Incineration	0	0
ii) Landfilling	315.38	1,020.78*
iii) Other disposal operations	355	953*
Total	670.38	1,973.78*

* The figures of F.Y. 2022-23 have been re-stated due to change in re-classification of waste.

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

Siddhi Green does monthly monitoring/assessment of hazardous waste generated at the production facilities of the Company.

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 is committed to responsible waste management across all its operations. This includes strict adherence to regulations for both hazardous and non-hazardous waste disposal. Solid waste is transported to authorized hazardous waste facilities, following a transparent process with valid permits and online tracking. The Company actively minimizes waste generation through technologies like Multiple Effect Evaporation (MEE) and Agitated Thin Film Dryer (ATFD). Furthermore, a Zero Liquid Discharge (ZLD) system for organic products helps reduce overall environmental impact.

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:

The company does not have any operations or offices located in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.

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

Not Applicable

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 environmental laws, regulations, and industry standards. Our commitment to minimizing environmental impact is demonstrated through efficient business practice

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	Water (Prevention and Control of Pollution) Act	NA	NA	NA
2	Air (Prevention and Control of Pollution) Act	NA	NA	NA
3	Environment protection act and rules thereunder	NA	NA	NA
4	The Hazardous and Other Wastes (Management and Transboundary Movement) Rules	NA	NA	NA
5	The Plastic Waste Management Rules, 2016	NA	NA	NA
6	The E-Waste (Management) Rules	NA	NA	NA
7	The Solid Waste Management Rules	NA	NA	NA
8	The Batteries (Management and Handling) Rules	NA	NA	NA

Leadership Indicators

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

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

- Name of the area:
- Nature of operations:
- Water withdrawal, consumption and discharge in the following format:

Parameter	F.Y. 2024	F.Y. 2023
Water withdrawal by source (in kilolitres)		
i) Surface Water	-	-
ii) Ground Water	-	-
iii) Third Party Water	-	*-
iv) Seawater / desalinated water	-	-
v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	*-
Total volume of water consumption (in kilolitres)	-	*-

Parameter	F.Y. 2024	F.Y. 2023
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

* Figures have been restated for F.Y. 2023 since none of the locations fall under the areas of water stress

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

No, an independent assurance has not been carried out by an external agency.

2. **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.**

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	ZLD	Achieved ZLD (Zero Liquid discharge) to reuse treated w/w in Utilities to reduce GIDC water intake	Water Intake from GIDC been reduced

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

Yes, the company has a disaster management plan, and the following activities are being carried out at its sites:

- Trained Emergency Response Teams (ERT) stationed at all sites serve as first responders for emergencies, operating round the clock for swift intervention.
- Fully stocked fire-fighting water storage systems are in place, capable of sustaining continuous firefighting for up to 4 hours. Advanced auto Quick Response (QR) sprinklers are installed in warehouses for rapid response, with dedicated sprinkler lines at the Dahej site for storage warehouse emergencies.

- All sites feature dedicated assembly points, sirens, spill controls, wind shocks, medical antidotes, and related facilities.
 - Mutual aid agreements and partnerships with neighbouring entities enhance emergency management effectiveness.
 - Regular fire drills and mock drills are conducted to assess disaster management response times and pinpoint areas for improvement.
5. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**
No significant adverse impacts on the environment have been reported.
6. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**
We have conducted assessments for of approx 50% of our Critical Raw Material Suppliers and 90% of the hazardous waste receivers as required under Rule 9.

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

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/associations.**
The Company is affiliated with total 14 trade and industry chambers/associations.
- b. **List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Gujarat Industries (FGI)	State
2	Vadodara chamber of commerce and industry (VCCI)	State
3	Dahej Industries Association	State
4	Indian Energy Storage Alliance (IESA)	National
5	Indian Chemical Council (ICC)	National
6	IMC Chamber of Commerce and Industry	National
7	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
8	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
9	The Confederation of Indian Industry (CII)	National
10	CHEMEXCIL	National

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

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

Leadership Indicators

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

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

PRINCIPLE 8: 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**

The Company has not undertaken any SIA as per applicable norms during the reporting period.

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

Not Applicable

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

The Company prioritizes the well-being of disadvantaged communities near its operations through targeted CSR initiatives. These initiatives are identified by directly engaging with local stakeholders to ensure they address the specific needs of vulnerable populations. Furthermore, the Company has a robust grievance redressal mechanism in place, enabling community members to voice their concerns and receive prompt, effective responses. This holistic approach not only uplifts the lives of those in need but also fosters trust and transparency between the Company and the communities it serves.

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

	F.Y. 2024	F.Y. 2023
Directly sourced from MSMEs/ small producers	3.95	3.48
Directly from within India	10.14	6.84

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	F.Y. 2024	F.Y. 2023
Rural	27%	28%
Semi-urban	-	-
Urban	36%	34%
Metropolitan	37%	38%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Corrective action taken
NA	NA

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

Sr. No	State	Aspirational District	Amount spent (In INR)
1	Gujarat	Narmada	5,65,000

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

No

- b. **From which marginalized /vulnerable groups do you procure?**

NA

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

NA

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	Nil	Nil	Nil	Nil

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

Name of authority	Brief of the Case	Corrective action taken
Nil	Nil	Nil

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Construction of borewell in Panchmahal region of Gujarat	128	100%
2.	Distribution of seeds and fertilizers	37	100%
3.	Agriculture development by providing vermicompost beds	15	100%
4.	Arrangement of Grocery Kit for flood-affected people of Bharuch and Ankleshwar	1200	100%
5.	Computer lab for gram swaraj Vidyalaya	92	100%
6.	Computers to Schools at Muwal	387	100%
7.	Construction of gate and block at school	134	100%
8.	Contribution for treating cleft, maxillofacial patients and surgical treatments to remove deformities	19	100%
9.	Contribution to towards Construction of 9 houses for nomad settlement	9	100%
10.	Contribution towards expenses relating to fees for research scientists and associated expenses for implementation for R&D of Astronomy and Astrophysics	1000	0%
11.	Contribution towards installation of CCTV at Karakhadi High School	500	100%
12.	Contribution towards laptop for student for educational purpose	1	100%
13.	Contribution towards project of paying fees of school students	26	100%
14.	Financial Support to meet food expenses of 60 school children's	60	100%
15.	Payment of fees for underprivileged school children	1010	100%
16.	Re-imbusement of project cost	13	0
17.	RO plant Karakhadi High School	400	0
18.	Skill Development programme for students	35	0
19.	Sponsored Educational Scholarship of Polymer Engineering and Technology student	1	100%

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
20.	Support for the construction of skill development education centre at educational cum vocational training campus for the children of Nomadic, De-notified and Marginalized Communities.	450	100%
21.	Waste management at wetlands to safeguard mangrove cover.	not ascertainable	Not ascertainable
22.	Women empowerment by supporting small businesses and providing them the machine and equipment's required for business	79	100%

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

Essential indicator

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

The Company operates a robust internal system for addressing consumer concerns. This system gathers feedback on product quality, packaging, delivery schedules, documentation accuracy, response speed, and staff courtesy.

All complaints are addressed within a reasonable timeframe.

The Company has provided details for reaching them out at their website with all necessary information at <https://neogenchem.com/>

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	20%
Safe and responsible usage	10%
Recycling and/or safe disposal	20%

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

	F.Y. 2024		Remarks	F.Y. 2023		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	0	No complaints received related to safety issue
Forced recalls	0	No complaints received related to safety issue

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

The Company recognizes the critical importance of cybersecurity and data privacy across its operations. To safeguard its information assets, the Company has implemented a robust information technology framework and established comprehensive guidelines, ensuring strict compliance. Additionally, the Company has an effective backup system in place to mitigate risks associated with partial or complete disruptions of its IT systems. This proactive approach ensures the resilience and security of the Company's digital infrastructure.

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

Not Applicable

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Nil
- Percentage of data breaches involving personally identifiable information of customers: Nil
- Impact, if any, of the data breaches: Nil

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

Information on the Company's product can be accessed at <https://neogenchem.com/products/>

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

The Company responsibly discloses all the relevant information about their products in compliance with the laws in regards with products' labels.

3. 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, The Company adheres to all legal requirements for product information disclosure. We also conduct annual customer surveys to gather feedback on product quality, packaging, delivery, documentation accuracy, response times, and staff courtesies. This feedback is reviewed by management to ensure continuous improvement.