



FAIRCHEM ORGANICS LIMITED

Regd. Office & Works: 253/P and 312, Village – Chekhala, Sanand – Kadi Highway,

Taluka: Sanand, District: Ahmedabad – 382 115, GUJARAT, INDIA

Phone (Board Nos.): (02717) 687900, 687901, +91 90163 24095

E-mail : cs@fairchem.in

CIN: L24200GJ2019PLC129759

website: www.fairchem.in

July 9, 2024

To,
**National Stock Exchange of India
Limited**
Exchange Plaza, Plot No. C/1, G Block,
Bandra Kurla Complex,
Bandra (East),
Mumbai 400051

To,
**Department of Corporate Services
BSE Limited**
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai 400 001

Ourselfs: BSE Scrip Code: 543252/NSE symbol: 'FAIRCHEMOR'

Ref: Regulation 34(2)(f) of SEBI (LODR) Regulations, 2015

Dear Sirs,

**Sub: Submission of Business Responsibility and Sustainability Report for FY
2023-24 of the Company**

As mandated under Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed herewith Business Responsibility and Sustainability Report for the financial year ended on March 31, 2024 in pdf format.

The aforesaid document, as a part of Annual Report for FY 2023-24, is also available on the website of the Company at www.fairchem.in.

We request you to take the above on your record.

Thanking you,

Yours faithfully,

For Fairchem Organics Limited

Rajen Jhaveri
Chief Financial Officer & Company Secretary
ACS - 6615

Encl.: As above

ANNEXURE I

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S.No.	Requirement	Company's Detail
1.	Corporate Identity Number (CIN)	L24200GJ2019PLC129759
2.	Name of the Listed Entity	FAIRCHEM ORGANICS LIMITED ('the Company')
3.	Year of incorporation	2019
4.	Registered office address	253/P & 312 Village Chekhala, Sanand - Kadi Highway, Taluka Sanand, District Ahmedabad - 382 115, Gujarat, INDIA
5.	Corporate address	253/P & 312 Village Chekhala, Sanand - Kadi Highway, Taluka Sanand, District Ahmedabad - 382 115, Gujarat, INDIA
6.	E-mail	cs@fairchem.in
7.	Telephone	+91 2717 687900/901
8.	Website	www.fairchem.in
9.	Financial year for which reporting is being done	2023-2024
10.	Name of the Stock Exchange(s) where shares are listed	a) National Stock Exchange of India Limited b) BSE Limited
11.	Paid-up Capital	Rs. 1,302.09 Lakhs
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report.	Mr. Rajen Jhaveri, Chief Financial Officer & Company Secretary Address: 253/P & 312 Village Chekhala, Sanand - Kadi Highway, Taluka Sanand, District Ahmedabad - 382115, Gujarat, India. Tel.: +91 2717 687900/687901 • Email: cs@fairchem.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis or on a consolidated basis	The disclosures made in this report are on a standalone basis.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing of Specialty Oleo chemicals	100%

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Company produces following products: <ul style="list-style-type: none"> • Dimer Acid • Linoleic Acid / Soya Fatty Acid • Deodorizer Distillate (Mixed Tocopherol Concentrate) • Monobasic (Monomer) Acid • Isostearic Acid • Palmitic Acid • Stearic Acid 	NIC Code – 20299 – Manufacture of various other chemical (industrial activity code-wise) products n.e.c.	93.58%

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	1	Registered Office is within the plant premises	1
International	-	-	-

19. Markets served by the entity:
a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	5

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

The contribution of exports was 6.22% of our total turnover during FY 2023-24.

c. A brief on types of customers

The Company operates in the Business-to-Business model. An overview of the customer base for its key products is outlined below:

- Dimer Acid: The customers include companies / firms engaged in production of epoxy hardener, paint, and printing ink
- Linoleic Acid / Soya Fatty Acid: The customers are companies / firms engaged in production of paint, printing ink, and oil drilling operations
- Mixed Tocopherol Concentrate stream is used mainly for manufacture of natural vitamin E. Its customers include companies in pet food, pharma, cosmetics sectors.
- Isostearic Acid: The customers are companies / firms engaged in making lubricants or companies engaged in trading of this product.
- Customers for other fatty acids such as Palmitic Acid, Stearic Acid, Monobasic Acid, Distilled Fatty Acid are companies engaged in making soaps, animal feed, paints, inks, etc.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	130	130	100%	-	0%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	130	130	100%	-	0%
WORKERS						
4.	Permanent (F)	97	95	98%	2	2%
5.	Other than Permanent (G)	149	132	89%	17	11%
6.	Total workers (F + G)	246	227	92%	19	8%

b. Differently abled Employees and workers:

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

21. Participation/ Inclusion/ Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	6	1	17%
Key Management Personnel**	2	-	-

Note: * & **Managing Director of the Company is included in the BoD as well as KMP.

22. Turnover rate for permanent employees and workers

Particular	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.52%	-	3.52%	6.97%	NA	6.97%	6.76%	NA	6.76%
Permanent Workers	-	-	-	-	-	-	-	-	-

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23. 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)
NA				

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

(ii) Turnover (in Rs.) : 62,147.26 lakhs

(iii) Net worth (in Rs.) : 28,993.28 lakhs

CSR provisions are applicable to the Company based on the Net profit criteria.

A detailed report on CSR projects undertaken during FY 2023-24 has been included in the Board's report.

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:

	Grievance Redressal Mechanism in Place (Yes/No)	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Stakeholder group from whom complaint is received	(If Yes, then provide web-link for grievance redress policy)						
Communities	Yes	1	0	Nil	Nil	Nil	Nil
Investors (other than shareholder)	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Employees and workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil

Summarized below is an overview of the Grievance redressal mechanism in place within the Company for its key stakeholders:

- **Investor** - The Company has constituted an investor grievance cell. Details on how to report any grievances is available on the Company's website at <https://www.fairchem.in/investor-relations-fol.html>.
- **Customers and Value Chain Partners:** The Company has a procedure in place to redress grievances from these stakeholders. Contact details to report any grievance are available on the Company's website at <https://www.fairchem.in/contact.html>.
- **Employees & workers:** The whistle blower policy/ vigil mechanism of the Company provides grievance redressal mechanism to all the employees and workers. In addition to this, the Company has a standalone policy for handling grievances which outlines the process to be followed in case of any complaints/grievances raised by the employees and workers. The whistle blower policy and vigil mechanism is hosted on Company's website at <https://www.fairchem.in/investor-relations/Policies/Vigil-Mechanism-Whistle-Blower-Policy.pdf>.
- **Communities:** The Company has a dedicated mailbox which communities can use to report any grievances/complaints. The mailbox is managed on an ongoing basis to ensure any issues from communities are picked up and addressed on a priority basis. Details of the mailbox are also available on the Company's website at <https://fairchem.in/investor-relations/Others/Communities%20Grievances.pdf>

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	New environment-friendly products	O	There is growing demand for products free of 'forever chemicals'. Regulatory landscape is also evolving globally to reduce the amount of chemicals used in various business sectors like agriculture, pharmaceuticals, food, etc. Such increasing focus on sustainability and increasing preference for such 'greener' products - represents an area of increasing market opportunity for the Company.	-	Positive
2	GHG emissions and carbon footprint	O	The Company is looking at increasing the adopting of renewable sources of energy and implementing energy efficient processes across the value chain	-	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)
			in order to decrease the GHG emissions from its operations and in-turn reduce the overall carbon footprint of its products.		
3	Climate Change	O	The Company is looking to adopt climate resilient infrastructure and move a step ahead amongst peers both from an operational perspective as well as considering health & safety aspects for its workforce.	-	Positive
4	Waste-water Management	R	Waste-water generated in the plant may have adverse impact on the environment if discharged without treatment.	The Company has installed ETP and high TDS RO in the plant to treat wastewater. The Company has adopted zero liquid discharge mechanism and continues to utilize treated water for its operations as well as within wider factory premises. The Company has also developed rainwater harvesting arrangement in the factory premises to build water reserves for immediate usage. The manufacturing plant is paved to prevent under ground water contamination.	Negative
5	Responsible waste management	R	Hazardous waste generated in the Company may cause harm to the environment if not handled responsibly.	Solid waste generated as part of the Company processes is being sent to GPCB approved co-processing unit and subsequently utilized by the cement	Negative

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)
				<p>manufacturing unit(s) as an energy source. This reduces the quantity going to landfill or incineration.</p> <p>The Company is also continually assessing measures to reduce/ recycle other waste generated as part of its operations (e.g. e-waste, plastic waste, etc.)</p>	
6	Occupational Health & Safety	R	Company's business operation might involve occupational injuries since workers are exposed to plant equipment and handle various ingredients.	Company is conducting regular safety training for all the employees & workers. Company also organizes third party safety audit of the plant.	Negative
7	Brand management	O	Brand management is an opportunity, particularly considering the strong quality-focused reputation the Company has in the market.	-	Positive

Section B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	The Company has developed comprehensive policies covering all NGRBC principles. Some of the policies (e.g. Risk management policy, Anti-corruption policy, Code of conduct, etc.) have been approved by the Board as per relevant statutory requirements. Other functional policies (e.g. CCTV cameras at workplace policy, Policy for email security, Grievance redressal, etc.) are developed and implemented by the functional heads.								
c. Web Link of the Policies, if available	All relevant policies are uploaded on the website of the Company at https://www.fairchem.in/investor-relations-foi.html								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
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.	No	No	No	No	No	No	No	No	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Zero corruption & bribery	100% sustainable sourcing	Zero Harm to employees & workers	Timely & effective communication with all stakeholders	Zero tolerance to any human rights issues/ complaints	Zero harm to environment	NA	No harm to communities	100% customer satisfaction
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
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>The Company continues to focus on the highest level of commitment towards Environmental, Social and Governance (ESG) aspects of its operations whilst advancing its vision to be the leading renewable specialty chemical company.</p> <p>Operating in the Specialty Oleo Chemical segment, the Company always strives to adopt and implement practices that are environment friendly. This includes working towards energy efficiency, minimizing the carbon footprint of its products and wider operations and embedding circular economy principles, to the extent feasible, across its end-to-end value chain. The Company continues to adopt and implement latest technologies and industry best practices for reducing air pollution and greenhouse gas emissions and for effective waste and water management. The Company uses organic by-products having origin of agriculture, generated during refining process in vegetable oil refineries to make organic products used in printing ink, paint and soaps, epoxy hardener, etc. The solid waste generated is sent to co-processing units and subsequently utilized by the cement units as an energy source. Thus, the Company has successfully created a cycle of reusing the waste materials aligning towards the principle of reuse, recycle and reduction of resources.</p> <p>From a social perspective, the Company fosters a diverse, inclusive, safe and an engaging workplace. It also promotes social well-being and workforce empowerment by involving employees and workers in various engagement initiatives and regular Open House sessions with the senior management. The Company provides training on health and safety, functional topics, skills upgradation and human rights to its entire workforce on an ongoing basis. The Company is committed to conducting beneficial and fair business practices to its labour and human capital and to the wider communities. It also strives to be the organization of choice in the communities in which it operates and contributes to their equitable and inclusive development through various CSR and impact-focused activities.</p>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	<p>The Company has a robust governance structure in place which comprises of various systems, policies and processes that enable a transparent, ethical and accountable work environment. The Company engages in transparent communication with all its stakeholders, including investors, customers, suppliers, contractors, employees and nearby communities. Various formal policies in place within the Company focused on end-to-end aspects of Responsible Business conduct. There are dedicated teams and/or functional committees to oversee effective implementation of such policies on an ongoing basis to ensure that NGRBC Principles are embedded in our day-to-day business conduct.</p> <p>The Company understands that sustainability is a journey, not a destination. As it looks ahead, the Company remains committed to continuous improvement and innovation, seeking new ways to integrate sustainability into every aspect of our business and advance its environmental and social impact.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>The plant head and COO are jointly responsible for day-to-day implementation of the business responsibility policies.</p> <p>The MD of the Company has an oversight and governance role in relation to effective implementation of the business responsibility policies.</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.	Yes, the plant head and COO are jointly responsible for decision making on day-to-day sustainability related issues.								
10. Details of Review of NGRBCs by the Company:									
Subject of the review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
Performance against above policies and follow-up action.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Frequency (Annually/ Half yearly/ Quarterly/ Any other - Please specify)								
Performance against above policies and follow-up action.	All policies are periodically reviewed by the functional heads and / or the Board. The policies are communicated to employees at the time of onboarding and on an ongoing basis in case of any changes/updates to existing policies and when new policies are being introduced.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances.	The MD is responsible for oversight of the implementation of the policies. Where relevant, the Board and functional Committees (e.g. Risk Management Committee) also perform an additional oversight role and undertake periodic review of the policies as required. During the review, any new statutory requirement is incorporated into the existing policies to align with industry best practice as well as to avoid any form of non-compliance.								
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.	During FY 2023-24, the Company has not carried out any independent assessment/evaluation of the working of its policies by an external agency.								
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable. The Company has formulated all policies in accordance with the nine NGRBC principles.								
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)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

ESSENTIAL INDICATORS

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

The Company's employees live up to the highest standard of business integrity, transparency, ethics and compliance. Our values are aligned with our Code of Conduct. To further enhance this and ensure that the competency of our workforce is at par with the best industry practices, the Company provides formal online as well as offline training programmes and informal capacity building workshops to its entire workforce covering all NGRBC principles. The coverage of our training programmes during FY 2023-24 are captured below:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	4 Board meetings were held during FY 2023-24	At different Board meetings, the Chairman and MD discussed one or more NGRBC principles and material ESG topics relevant to the Company operations, including any impact and initiatives taken.	100%
Key Managerial Personnel			100%
Employees other than BoD and KMPs	EHS - 10 Trainings Human rights - 1 Training Soft skills - 26 Trainings	Principle 3 - Health & Safety Principle 5 - Human rights Principle 1 - Leadership	EHS - 70% Human rights - 100% Soft skills - 70%
Workers	EHS - 6 trainings Human rights - 1 training Soft skills - 4 Trainings	Principle 5 - Human rights Principle 3 - Health & Safety Principle 1 - Leadership	EHS - 51.55% Human rights - 100% Soft skills - 38.14%

Note: The information reported above includes only formal training sessions scheduled during the year where detailed attendance records are maintained. Other than such formal trainings, multiple informal training and workshop sessions on health & safety, tools/machine trainings, environmental and social awareness, etc. are also conducted which cover, in a phased manner, the entire workforce of the Company.

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:

Monetary					
Particulars	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	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

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

During FY 2023-24, no fines / penalties / award / compounding fees / settlement amount was paid in proceedings by the Company or by its Directors / KMPs as per the materiality policy and SEBI Regulations.

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 has an Anti-Corruption policy received from the Fairfax Group. This policy applies to all the Board of Directors, KMP & employees of the Company. The policy strictly prohibits the offering, giving, solicitation, or acceptance of any bribes or corrupt inducements, whether directly or indirectly, by any employee or representative of the Company.

Alongside this, the Company has a Code of Conduct for senior management and employees enforcing highest standard of personal and professional integrity, honesty and business ethics while discharging their duties. As per the Code, employees need to demonstrate and promote professional behaviour to acquire skills, knowledge, and attitude to improve performance. The Company promotes freedom of expression and open communication practices to foster respectful and collaborative working environment and ethical business practice.

The Code prohibits to accept any offer, payment or value from customers, vendors etc. which intends directly or indirectly to influence any of the business decision. The Code also discourages to divulge any information to outsiders which may have material impact on the business of the Company to derive any personal benefit. The Code reckons due and timely compliance of all the laws, rules and regulations applicable to the Company.

The Code is applicable to all the employees and is communicated to all the relevant stakeholders at the time of onboarding. The Code is complemented by the Whistle Blower Policy of the Company which provides mechanism to report any breach to the code and fraudulent activities.

The Code of Conduct and Whistle Blower Policy are available on the Company's website at:

<https://fairchem.in/investor-relations/Policies/Code-of-Conduct.pdf>

<https://fairchem.in/investor-relations/Policies/Vigil-Mechanism-Whistle-Blower-Policy.pdf>

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

Particulars	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

During FY 2023-24, no disciplinary action has been taken by any law enforcement agency or the charges of bribery/ corruption against any Directors/KMPs/ employees/workers.

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

Particulars	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Director	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

During FY 2023-24, no complaints were recorded with regard to conflict of interest.

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.

During FY 2023-24, the Company has not received any form of fine/ penalties/ punishment/ award/ compounding fees against any of the NGRBC principles. As such, no corrective actions are required.

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

Particulars	FY 2023-24	FY 2022-23
Number of days of accounts payables	10.38	7.70

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	Not Applicable	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers / distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)		
	b. Sales (Sales to related parties / Total Sales)		
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)		
	d. Investments (Investments in related parties / Total Investments made)		

Note: The Company operates in the Business-to-Business mode. Nearly all its suppliers of raw materials are vegetable oil refineries and nearly all its customers are end users of its prime finished products i.e. manufacturing units. The Company does not deal with trading houses and does not have dealers or distributors for sale of its finished products. So, there is as such no concentration of purchase and sales with any dealer(s)/distributor(s). The Company also does not have any business transaction with its related parties.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

The Company is in the process of developing an approach to start engaging with key value chain partners on ESG and wider sustainability aspects. These will be implemented over the course of the coming financial years. More details will be provided in subsequent disclosures.

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 implemented process to avoid/manage conflict of interest involving members of the Board. The Company ensures that if any Director has a potential interest or conflict in the matter under voting then such Director is requested to abstain from voting on such matters. The policy is followed strictly for all members of the Board including the nominee Director appointed by the Fairfax group.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Particulars	FY 2023-24	FY 2022-23	Details of improvement in environmental & social impacts
R&D	Refer Note below		
Capex			

Note: R&D undertaken and Capex incurred by the Company are primarily focused towards developing new products & overall process improvements. While these may have indirect beneficial impact on environmental and social aspects, the Company does not track these on a specific basis and hence are not reported here.

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?

100% of the Company's raw materials are from sustainable sources as they are generated during refining process of vegetable oils having ultimate origin of agriculture.

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

Not applicable.

All the finished products of the Company are liquid chemicals and more than 99% despatches are in tankers which do not involve any primary packing. The Company does not make any finished products which will generate any E-waste or other hazardous waste at the end of their useful life. All waste generated during the manufacturing process is disposed-off by the Company as per GPCB guidelines.

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 has obtained a registration under EPR rules in October 2023. This is primarily in relation to the plastic waste generated from the packaging of imported products. The Company has submitted a waste collection plan to GPCB. The Company has complied with the EPR rules and the waste collection plan as outlined in the EPR registration .

Leadership Indicators

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

Input materials used by Company are by-products of vegetable oil refineries. These materials are then passed through distillation/ fractionation process at their boiling temperatures. Therefore, there is no further question of recycling or reusing of any input material.

2. 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:

All finished goods of the Company are used as an input for other industrial products like paint, ink, etc. There are no instances of reusing or recycling them. The Company supplies its finished products in metal containers (except in case of any special packaging instructions by the customers). These containers can be easily reused and/or recycled. However, given the diverse geographic spread of the customers, it is extremely challenging for the Company to reclaim the product packaging. Therefore, the end customers typically look at reusing/recycling/safely disposing the packaging.

PRINCIPLE 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains
ESSENTIAL INDICATORS
1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
		Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	130	130	100%	130	100%	NA	NA	-	-	-	-
Female	-	-	-	-	-	-	-	NA	NA	-	-
Total	130	130	100%	130	100%	-	-	-	-	-	-
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

Note: All employees in the Company are permanent employees, once they are through with initial probation period of 3 or 6 months. The Company does not employ other than permanent employees. All permanent employees are covered by well-being measures such as life insurance, health insurance, accident insurance and maternity benefits. The Company currently does not provide any Paternity benefits and Day care facilities.

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

Category	% of workers covered by										
		Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	95	95	100%	95	100%	NA	NA	-	-	-	-
Female	2	2	100%	2	100%	2	100%	NA	NA	-	-
Total	97	97	100%	97	100%	2	100%	-	-	-	-
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures (in lakhs)	16.50	14.51
Total Revenue (in lakhs)	62,147.26	64,804.10
%	0.03%	0.02%

Note: The costs reported here include the cost of mediclaim, death policy and accident insurance policy for all employees and workers.

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

Benefits	FY 2023-24			FY 2022-23		
	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	100.00%	100.00%	Y	99.20%	100.00%	Y
Gratuity	100.00%	95.88%	Y	100.00%	43.06%	Y
ESI	-	100.00%	Y	1.50%	78.21%	Y

3. Accessibility of workplaces

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

Yes, the Company's plant and office at the plant are accessible to differently abled employees and workers, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Providing equal opportunities to everyone is one of the key principles of the Employee Manual & Employment Workplace Policy of the Company. Focus on equal opportunities is also central to all other HR policies in place within the Company. The Company does not discriminate based on race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by applicable law. The Employment Workplace Policy is available on the Company's website at <https://fairchem.in/investor-relations/Policies/Employment-Work-Place-Policy.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees and Workers	<p>Yes. The Company's employees and workers have access to a grievance redressal mechanism. Under the mechanism provided in the Whistle-blower Policy and Internal grievance redressal policy, the Company provides a mechanism and encourages its employees and workers to report and bring to attention any instances of unethical behaviour, incidents, frauds, or violations.</p> <p>The mechanism provides for employees to directly raise any grievance with their immediate superior/supervisor. The superior along with the functional Head is responsible to redress such grievance within 2-3 working days.</p>
Other than Permanent Employees and Workers	<p>In case of an unsatisfactory outcome, the complainant can raise first level of escalation with the Head of the Department. Head of Department is obliged to resolve the issue with the help of HR within 5 working days from receipt of the complaint/grievance.</p> <p>The second level of escalation is with the COO/CFO through HR after 10 days of above complaint. HR Head with COO/CFO will make all possible efforts to redress the complaint. In case of delay, the employee has to be communicated through their immediate superior/supervisor.</p> <p>The final stage is for the employee to raise the issue directly with the CMD in the Open House. Decision of the CMD will typically be considered as the final outcome.</p>

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

Not Applicable. None of the employees and workers have membership with any association or union recognized by the Company.

Category	FY 2023-24			FY 2022-23		
	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 Employee						
- Male						
- Female						
Total Permanent Worker						
- Male						
- Female						

8. Details of training given to employees and workers:

Category	FY 2023-24					Total (D)	FY 2022-23			
	Total (A)	On Health and Safety Measures		On Skills upgradation			On Health and Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	130	91	70%	91	70%	128	61	48%	26	20%
Female	-	-	-	-	-	-	-	-	-	-
Total	130	91	70%	91	70%	128	61	48%	26	20%
Workers										
Male	95	48	51%	35	37%	197	70	36%	-	0%
Female	2	2	100%	2	100%	5	-	0%	-	0%
Total	97	50	52%	37	38%	202	70	35%	-	0%

Note: The information reported above includes only formal training sessions scheduled during the year where detailed attendance records are maintained. Other than such formal trainings, multiple informal training and workshop sessions on health & safety, tools/machine trainings, environmental and social awareness, etc. are also conducted which cover the entire workforce of the Company.

During FY 2023-24, the Company has given training on following topics to its employees

<ul style="list-style-type: none"> - KAIZEN - Leadership - Time management - Cost effectiveness - Presentation skill -Awareness training on computer operations 	<ul style="list-style-type: none"> - Microsoft excel & word - Training on new notified forms and implementation for internal audit - Supervisory skill development - Waste handling & Management - - Technical training
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During FY 2023-24, the Company has given training on following topics to its workers:

<ul style="list-style-type: none"> - First aid & personal hygiene - Safety awareness & safety equipment usage - Training on general safety - Training on safe operation of hydrogen plan 	<ul style="list-style-type: none"> - Training on handling of firefighting & mock drill - Safety work permit system - Behaviour based safety trainings - Prevent pollution & safe environment
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9. Details of performance and career development reviews of employees and worker:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	130	130	100%	128	128	100%
Female	-	-	-	-	-	-
Total	130	130	100%	128	128	100%
Workers						
Male	95	95	100%	87	87	100%
Female	2	2	100%	-	-	-
Total	97	97	100%	87	87	100%

Note: The performance review in the Company is done in a hybrid manner. The CMD of the Company is available in the factory/ office round the year. He is aware about job profile and actual work done by almost all the Permanent employees. During annual review, the CMD informally assesses the work done by different departments and where required, discusses about individual performances within the department. The CMD then identifies the department (s) which have performed better than average and then identifies important persons who have contributed significantly to this improved performance. Such identified individuals are given a higher grading/increment. Over a period of time, the Company has realized that in its unique business setting, instead of individual performance review/assessment, this innovative method works better.

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?

The Company has adopted and implemented a Health and Safety Policy which covers its entire operations. This Policy reaffirms the Company's strong commitment towards workplace safety and to ensure compliance with all applicable health and safety regulations. Alongside the operational aspects as laid out in the Health & Safety Policy, the Company has implemented following plans to achieve safe workplace:

- Personal Protective Equipment Plan – This plan elaborates general responsibility of the functional manager to make sure that all the employees and workers are provided with the PPE kits. It also specifies the type of PPE to be used for a particular kind of job such as material handling, electrical work, housekeeping, etc.
- On Site Emergency Plan – The onsite emergency plan provides guidelines to the personnel at Company premises regarding actions to be taken by the key personnel and other employees to coordinate various activities with different agencies both internal as well as external to prevent escalation of the situation and to control it. This plan not only covers work related hazards but also provide emergency plan for natural calamities.

Both the plans are communicated to employees and workers at the time of onboarding and is subsequently discussed as part of various ongoing sessions. The Company also organizes training on health & safety measures, mock drill, toolbox talk etc. at workplace for the employees and workers.

Additionally, the Company performs periodic assessment of trainings needs of employees & responds to their queries, issues and concerns. There is an ongoing assessment of EHS performance and updates as required are implemented to ensure continuous improvement & to minimize health & safety risks for the workforce.

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

The Company has established Health and safety Risk Management practices to identify work-related hazards and assess risks on a routine and non-routine basis. This includes Hazard Identification and Risk Assessment (HIRA) through which Company identifies workplace-related hazards and risks on periodic basis and appropriate corrective actions to mitigate

them. The process of risk identification includes continual risk identification, assessment, and mitigation, with active participation of the workforce in the operations.

The Company also organizes third party safety audits once in two years.

The Company has constituted a Safety Committee at plant level and has members from each department. This Committee meets quarterly to discuss the safety related issues and records the minutes of meetings as safety committee agenda. This Committee also has one member from management. This ensures that health & safety discussions and issues are discussed proactively and on an ongoing basis to embed them into day-to-day business decision making process to proactively assess and minimize any health & safety risks.

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

Yes, workers of the Company can report any work-related hazards through the employee suggestion scheme, regular technical meetings, open house discussions with management and as part of periodic Safety Committee meetings.

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

Yes, health insurance has been provided to all employees and workers of the Company. They have access to emergency medical services on a 24x7 basis from a nearby multispecialty hospital with which the Company has a tie up. The workers who are statutorily required to be covered under ESI of Government of India are so covered and ESIC provides health, medical, maternity and disability benefits & related social security benefits.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	44.51	9.60
	Workers	62.43	16.20
Total recordable work-related injuries	Employees	5.00	3.00
	Workers	2.00	8.00
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

During FY 2023-24, the Company has undertaken the following measures to ensure a safe and healthy workplace:

- Mandating use of PPEs
- Implementing work permit system
- Conducting regular training on health & safety areas and toolbox talks
- Maintaining cleanliness and hygiene at workplace
- Using safety nets wherever required
- Proper guarding of machinery and moving parts
- Periodic mock drills of firefighting system
- First aid trainings

- Tie-up with nearest multi-speciality hospital for 24x7 access to emergency medical care
- Regular health check-up by specialist doctors at factory premises

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

Category	FY 2023-24			FY 2022-23		
	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	-	-	NA	-	-	NA
Health & Safety	-	-	NA	-	-	NA

During FY 2023-24, there were no complaints filed by the employees and workers in relation to working conditions or health and safety parameters.

14. Assessments for the year:

Category	% 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 continues to implement measures to ensure a safe and healthy environment for its workforce and to mitigate/minimize risks or concerns related to health & safety practices and working conditions.

Following on from the necessary corrections implemented in FY 2022-23 (based on the recommendation from the safety audit), the Company has implemented the following measures during FY 2023-24:

- Proper fitting of electrical appliances and wiring
- Adequate guarding of machineries
- Appropriate measures to be taken in case of chemical spillage
- Sanitation at workplace
- Visual display instructions
- Safe measures to be taken while working in the height and confined space.
- Fire hydrant points at various at-risk points
- Fire sprinklers
- Fire extinguishers

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

The Company has taken an insurance policy for all permanent employees in the event of their death.

(B) Workers (Y/N) – Yes

Workers who are permanent / on pay roll of the Company are Covered.

2. 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	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil		NA	
Workers	Nil		NA	

During FY 2023-24, there were no incidents involving high consequence work-related injury / ill-health / fatalities.

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

No

PRINCIPLE 4 - Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

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

Company has identified following stakeholders as per the importance they hold to Company's business.

Stakeholder	Importance to Business
Suppliers & vendors	The suppliers and vendors of the Company are vegetable oil refineries from whom Company purchases its raw materials and suppliers of capital goods, spares and other required inputs and providers of various services.
Employees & workers	Employees and workers of the Company are the backbone of the Company's business.
Logistic partners	Logistic partners play vital role in safe and responsible transportation of the raw materials, final products and machineries and spares.
Regulatory authorities	Regulatory authorities such as Gujarat Pollution Control Board, local authorities, Securities Regulator through stock exchanges and court of law provide guidance to the Company to operate without causing harm to the environment and society and protecting interest of the stakeholders.
Community	Community is important for Company's business since it is part of society at large to which Company's employees, workers, and customers belong.
Customers	Customers are the driving force of the Company's business as they help in generating revenue.
Board of directors & leadership	Board of directors and leadership of the Company are the decision-making authorities.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees & Workers	No	<ul style="list-style-type: none"> • Departmental meetings • HR Programs • Meetings, seminars and reviews • Circulars 	Ongoing basis & scheduled meetings/ town hall sessions	<ul style="list-style-type: none"> • Understanding the expectations of the employees & workers • Discussion on fair remuneration structure
Logistic Partner	No	<ul style="list-style-type: none"> • Logistic partner meets 	Ongoing basis	<ul style="list-style-type: none"> • Discussion on the safe & responsible transportation of raw material and final product.
Customers	No	<ul style="list-style-type: none"> • Formal & informal feedback • Email • Personal meetings 	Ongoing basis	<ul style="list-style-type: none"> • Procuring feedback from the customers and areas of improvement • Quality & reliability of the product • Discussion on new products, upcoming product pipeline, etc.
Government Regulatory / Authorities	No	<ul style="list-style-type: none"> • Scheduled meetings 	Ongoing basis	<ul style="list-style-type: none"> • On time compliance of statutory & regulatory requirements
Community	Yes	<ul style="list-style-type: none"> • CSR meets • Stakeholder meets 	Periodically	<ul style="list-style-type: none"> • Discussion on existing CSR initiatives, areas of improvement, etc. • Understanding the expectations of communities with respect to CSR initiatives.

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
Vendors and Suppliers	No	<ul style="list-style-type: none"> Contract revision & negotiation meetings Suppliers meet 	Ongoing basis	<ul style="list-style-type: none"> Contract negotiation. Service improvement opportunities. Proactive discussion on risks/ challenges to avoid disruption.
Board of Directors & Leadership	No	<ul style="list-style-type: none"> Board meetings 	Periodically	<ul style="list-style-type: none"> Effective implementation of the ESG policies & procedures Discussion on the future of business

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 CMD has delegated the responsibility of economic, environmental and social issues to the Senior management and functional heads. There are various points of contacts for the stakeholders to reach out in case of any consultation required and/or concerns. The discussions/findings from the consultations are summarized by the respective functional head/stakeholder contact or the Senior management and reported to the CMD for necessary action/mitigation plan.

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

Yes, the Company engages in consultation with its stakeholders where required to identify/adopt its approach to future engagements with the respective stakeholders. E.g., as part of its CSR activities, the Company engages with the communities around its location on an ongoing basis. During FY 2023-24, the Company had received a request for construction of a shade in the primary school in Chekhala, a nearby village. The request was assessed by corporate social committee, following discussions of H.R. head with the key members of the village. Once ascertained necessity and usefulness, the committee approved the request. Subsequently, it was also approved by the BoD.

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

The Company has made contribution to construct a primary school in the nearby village of Chekhala, which will also benefit other villages including where marginalized community members also reside.

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:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	130	130	100%	128	128	100%
Other than permanent	-	-	-	-	-	-
Total Employees	130	130	100%	128	128	100%
Workers						
Permanent	97	97	100%	87	46	53%
Other than permanent	149	149	100%	115	115	100%
Total Workers	246	246	100%	202	161	80%

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

Category	FY 2023-24					Total (D)	FY 2022-23			
	Total (A)	Equal to Minimum Wage		More than Minimum Wage			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 employees	130	-	-	130	100%	128	-	-	128	100%
Male	130	-	-	130	100%	128	-	-	128	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent workers	97	-	-	97	100%	87	-	-	87	100%
Male	95	-	-	95	100%	87	-	-	87	100%
Female	2	-	-	2	100%	-	-	-	-	-
Other than Permanent	149	-	-	149	100%	115	-	-	115	100%
Male	132	-	-	132	100%	110	-	-	110	100%
Female	17	-	-	17	100%	5	-	-	5	100%

3. Details of remuneration/salary/wages, in the following format:
a. Median Wages/Remuneration

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (Rs. million)	Number	Median remuneration/salary/wages of respective category (Rs. million)
Board of Directors*	5	Sitting fees are paid to Independent Directors/ members of the Committee for attending meetings of Board, Audit Committee, Risk Management Committee, CSR Committee.	1	Sitting fees are paid to Independent Directors/members of the Committee for attending meetings of Board, Audit Committee, Risk Management Committee, CSR Committee.
Key Managerial Personnel **	2	19.56	NA	NA
Employees other than BoD and KMP	128	1.02	NA	NA
Workers	95	0.36	2	0.29

Note: * & ** Managing Director is included in the BOD as well as KMP.

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

	FY 2023-24	FY 2022-23
Gross wages paid to two female workers	5,74,056	NA
Total wages paid to all workers (97 in total)	3,51,09,636	
Gross wages paid to females as % of total wages	1.64%	NA

Note: For the above calculation, gross wages paid to 97 workers as considered is a base given that the two females are part of the workers 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 Head of Human Resource department of the Company is the focal point of contact and is primarily responsible for addressing human rights impact/issues.

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

The internal grievance mechanism of the Company also serves as the mechanism to address human rights issues. The policy is communicated to all employees at the time of boarding and subsequently, at the time of any change/update and as part of ongoing training/workshops. The mechanism provides for an employee to raise any human rights issues with the immediate superior/supervisor for its redressal. The superior alongside HR Head (as the primary contact person for human rights issues) are then responsible for addressing the issue.

Escalation mechanism includes involving the Head of Department as well as the COO/CFO in case of any serious human rights issues. If required, the CMD may also get involved and participate in resolving the human rights issue.

The Company also has a Contract Labour Engagement policy and Employee Workplace policy. Both these policies have a strong focus on human rights and includes strict provisions and processes which are implemented to prevent any breach in human rights of the workforce, including child labour, forced labour, discrimination, sexual harassment, non-compliance to labour regulations, etc.

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

Category	FY 2023-24			FY 2022-23		
	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
Sexual Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

During FY 2023-24, there have been no complaints made by workers or employees on any human rights issues.

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

The Whistle Blower Policy, Code of Conduct, Internal Grievance Policy and POSH Policy of the Company provide mechanism to report any grievances to the Company without facing any adverse repercussions. The Company respects the anonymity of the complainant and ensures that identity remains confidential. Hence, complainant approaching the Company through aforementioned mechanism or through any other mode is protected from any adverse consequences.

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

Human rights requirements do not explicitly form a specific part of the business agreement & contracts. However, the Company has a zero-tolerance policy for any human rights violations and adopts best practices while engaging with the employees and workers of the company as well as external customers, suppliers and other value chain partners.

10. Assessments for the year:

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

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 significant risks/ concerns arising from the above assessments, so no correction actions were required.

Leadership Indicators

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

During FY 2023-24, there have been no complaints made by workers or employees on any human rights issues.

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

During FY 2023-24, there has been no requirement for the Company to conduct due-diligence on any human rights issues.

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

Yes, the Company's plant and office at the plant are accessible to differently abled visitors, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016.

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

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Tera Joules) and energy intensity:

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	0.89	0.85
Total fuel consumption (B)		
Energy consumption through other sources (C)		
Total energy consumed from renewable sources (A+B+C)	0.89	0.85
From non-renewable sources		
Total electricity consumption (D)	41.38	39.24
Total fuel consumption (E)	518.21	406.60
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	559.59	445.84
Total energy consumption in Tera Joules (A+B+C+D+E+F)	560.48	446.69
Turnover (Rs. in Lakhs)	62,147.26	64,804.10
Energy intensity per rupee of turnover (in lakhs) (Total energy consumption in Tera Joules/ turnover in Rs. lakhs)	0.009	0.007
Turnover adjusted for purchasing power parity (Rs. in Lakhs)	2716.23	2863.64
Energy intensity per rupee of turnover (in lakhs) adjusted for Purchasing Power Parity (PPP) (Total energy consumed in Tera Joules / Revenue from operations (in lakhs) adjusted for PPP)	0.21	0.16
Energy intensity in terms of physical output (Total energy consumption in Tera Joules/ total output in MT)	0.009	0.008

Note: The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor for India published for the year 2022 by World Bank which is 22.88.

Note: Physical output is the total aggregate production (in Metric Tonnes) of the Company for the relevant financial year across all its product categories.

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:

The Company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

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.

The Company is not identified as designated consumer under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres 'KL')		
(i) Surface water	-	-
(ii) Groundwater	48,614	45,765
(iii) Third party water	-	-
(iv) Seawater/ desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in KL) (i + ii + iii + iv + v)	48,614	45,765
Total volume of water consumption (in KL)	48,614	45,765
Water intensity per rupee of turnover (in lakhs) (Water consumed (KL)/ turnover in Rs. lakhs)	0.78	0.71
Water intensity per rupee of turnover (in lakhs) adjusted for Purchasing Power Parity (PPP) (Total water consumed in KL / Revenue from operations in lakhs adjusted for PPP)	17.90	15.98
Water intensity in terms of physical output (Water consumed (KL)/ total output in MT)	0.75	0.81

Note: Physical output is the total aggregate production (in Metric Tonnes) of the Company for the relevant financial year across all its product categories.

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.

The Company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

4. Provide the following details related to water discharged (mention the level of treatment for each category):

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater/ desalinated water	NA	NA
(v) Others	NA	NA
Total Water Discharge (in kilolitres)	-	-

Note: The Company has implemented a system of zero liquid discharge so all water used in initial manufacturing process is captured, retreated and reused in production as well as for gardening purposes on the Company premises.

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.

The Company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

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

Yes, the Company's manufacturing plant has implemented a mechanism for zero liquid discharge.

Wastewater generated in the Company is treated through high TDS RO and is vaporized for further purification. The vapor in gaseous form is condensed using condenser to obtain pure form of water. The vaporized gas is also captured as per GPCB Guidelines.

MEE salt generated as the residue of the vaporization process is sent to GPCB accredited third party co-processing units for further processing and subsequent use as an energy source in the cement industry.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	KG/YEAR	4,464.77	9,697.00
SOx	KG/YEAR	12,816.30	19,626.00
Particulate matter (PM)	KG/YEAR	5,174.41	1,809.00
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

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.

The Company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2023-24	FY 2022-23
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	49,537.96	38,860.80
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	8,395.29	7,625.78
Total Scope 1 & Scope 2 emissions	Metric tonnes of CO ₂ equivalent	57,933.25	46,486.58
Total Scope 1 and Scope 2 emission intensity per Rs. of turnover (Metric tonnes of CO ₂ equivalent/ turnover in Rs. lakhs)		0.93	0.72
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (in lakhs) adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in lakhs adjusted for PPP)		21.33	16.23
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Metric tonnes of CO ₂ equivalent/ total output in MT)		0.89	0.82

The Scope 1 and Scope 2 calculations are from the energy, electricity and fuel usage at the corporate office and the plant in India. The Company activities do not generate any fugitive or process emissions. Scope 1 calculations are undertaken using guidelines and emissions factors prescribed by IPCC. Scope 2 calculations are undertaken using the emission factors prescribed by Central Electricity Authority of India.

Note: Physical output is the total aggregate production (in Metric Tonnes) of the Company for the relevant financial year across all its product categories.

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.

The Company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

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

Yes, Company has taken initiatives to reduce greenhouse gas emissions by switching to more energy efficient technology and machinery.

Company has also taken steps to increase usage of renewable energy sources.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	13.42	5.34
E-waste (B)	0.48	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	0.77	0.28
Radioactive waste (F)	-	-
Hazardous waste (G) - Spent Bleaching Earth	2,490.16	2,478.88
Other Non-Hazardous waste - ETP Sludge (H)	92.44	72.95
Other Non-hazardous waste generated - MEE Salt (I).	525.23	1,119.06
Total (A + B + C + D + E + F + G + H + I)	3,122.50	3,676.51
Turnover (Rs. in Lakhs)	62,147.26	64,804.10
Waste intensity per rupee of turnover	0.05	0.06
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operation adjusted for PPP)	1.14	1.28
Waste intensity in terms of physical output (Total waste generated in MT/ total output in MT)	0.05	0.06

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 (E-waste)	0.48	-
(ii) Re-used (Nos)	-	-
(iii) Other recovery operations	-	-
Total	0.48	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling - ETP sludge	-	13.69
(iii) Co-processing - ETP sludge	79.44	59.26
(iv) Co-processing - Spent Bleaching Earth	2,467.16	2,478.88
(v) Co-processing - MEE Salt	522.23	1,119.06
(vi) Plastic Waste	13.42	5.34
(vii) Battery Waste	0.77	0.28
Total	3,083.02	3,676.51

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

No, the Company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

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's key raw materials are the by-products generated during the vegetable refining process. The Company's finished goods are fatty acids which are used as an input material for other industrial products.

The Company has implemented a ZLD mechanism, where all water and other liquid waste is captured and treated for reuse.

The solid waste generated from the Company's production process includes spent bleach, ETP sludge and MEE salt. All these are sold to GPCB approved co-processing units where they are further treated and sold to the cement industry for use as an energy source. Plastic waste generated is also sent to accredited/GPCB approved third parties for recycling.

The Company generates minimal amount of plastic waste from the import of certain raw materials. For this, the Company has taken registration under EPR regulations in October 2023. The plastic waste generated is sent to GPCB accredited third-party recycling facilities. All plastic waste generated is also in line with the action plan submitted as part of the EPR registration.

The Company also has a standalone E-waste Management policy. Used electronic items and batteries (even though in very minimal quantities) are typically returned back to the producer or vendors through buy-back mechanism.

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:

The Company's manufacturing facility does not fall in or around ecologically sensitive areas.

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

There are no changes to the Company operations. Hence, during FY 2023-24, there has been no requirement for the Company to conduct any environmental impact assessment.

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:

Yes, Company is compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention & Control of Pollution) Act, Air (Prevention & Control of Pollution) Act, Environment Protection Act & rules thereunder.

Leadership Indicators

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

The Company does not withdraw or discharge water in 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.**

Not applicable.

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.

The Company's manufacturing facility does not fall in or around ecologically sensitive areas.

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

The Company has a Risk Management policy and a disaster response plan in place. Company has identified various natural calamities as business risk. Natural calamities like earthquake, hurricane, drought, etc. can affect the business of Company. The Company has an insurance policy which covers the loss from such natural calamities like earthquake, hurricane, etc. The Company engages in water preservation initiatives which can be used in the immediate short-term in case of water scarcity.

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 has affiliations with 2 (two) national and state level trade and industry associations/ chambers.

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.	Gujarat Chamber of Commerce & Industry (GCCCI)	State - Gujarat
2.	CHEMEXCIL (an export promotion council administered by The Ministry of Commerce and Industry)	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.

During FY 2023-24, no adverse orders from any regulatory authorities have been received in relation to any anti-competitive conduct.

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.

During FY 2023-24, there has been no business requirement for the Company to undertake any Social Impact Assessment.

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

During FY 2023-24, the Company did not undertake any projects which involve any form of Rehabilitation and Resettlement (R&R).

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

Communities can reach out to the Company to raise any grievance through various channels including written letters, phone call and emails. All details are available on the Company's website at <https://fairchem.in/investor-relations/Others/Communities%20Grievances.pdf> These grievances are then transferred to the concerned department for the resolution. The Company works towards resolving any grievances from communities as quickly as possible.

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

Particulars	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	5.94%	4.18%
Directly from India	94.06%	95.82%

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	FY 2022-23
Rural	30.87%	30.97%
Semi-urban	2.80%	2.69%
Urban*	66.33%	66.34%
Metropolitan	-	-

*MD's remuneration is not considered in above.

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):

Social Impact Assessment is not applicable to the Company operations.

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

The Company has not undertaken any projects in designated aspirational districts.

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

The Company is in the business in which input material is an industrial product. The raw materials need to be procured from established industries only. So sourcing from marginalized/vulnerable groups is not an option for the Company.

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

Not Applicable.

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

NIL

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:

During FY 2023-24, there has been no intellectual property based on traditional knowledge owned or acquired by the Company.

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.

During FY 2023-24, there have been no intellectual property related disputes registered against the Company.

6. Details of beneficiaries of CSR Projects:

The Company generally contributes the funds to third-party CSR agencies or Trusts. These agencies/trusts further work for benefit of public at large.

PRINCIPLE 9 - Businesses should engage with and provide value to their consumers in a responsible manner
ESSENTIAL INDICATORS
1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has a process in place to receive and respond to complaints and feedback from its customers. Given the B2B focus and long-standing relationships with the customers, most complaints are highlighted on an informal basis through the designated SPOC for each product. The SPOC then works with the production and other business teams to identify the source of the problem and resolve the queries on a priority basis. Multiple laboratory tests and analyses are also conducted in case of any product-related issues raised by customers. The resolution is then communicated to the customers through the SPOC.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

Particulars	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

During FY 2023-24, there have been no complaints from customers on any of the above parameters.

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

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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

Yes, the Company has a policy on cyber security and data privacy related risks. This policy is available on the Company's website at <https://www.fairchem.in/investor-relations/Policies/Cyber-Security-and-Data-Privacy-Policy.pdf>

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

Not applicable.

7. Provide the following information relating to data breaches:

Particulars	FY 2023-24	FY 2022-23
a. Number of instances of data breaches	-	-
b. Percentage of data breaches involving personally identifiable information of customers	-	-
c. Impact, if any, of the data breaches	-	-

Leadership Indicators

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

Yes, the Company has disclosed information about the products on the website. The information can be accessed at <https://www.fairchem.in/products.html>.

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

The Company interacts with customers on the quality and safety of its products, as well as their appropriate use and disposal on an ongoing basis. The Company has developed MSD sheet of its prime products which is shared with customers, as required depending on the product characteristics or upon request.

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

Not Applicable

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

While there is no governing regulation as such, where required, the Company proactively provides results of the chemical analysis of its prime products or relevant certificates as applicable.