



Excel Industries Ltd.



IS/ISO9001:2015
IS/ISO14001:2015
IS/ISO 45001: 2018
Certified by BIS.

27th August, 2024

BSE Ltd.
Listing Department,
Pheeroze Jeejeebhoy Towers,
Dalal Street,
Fort,
Mumbai-400 001

National Stock Exchange of India Ltd.
Listing Department,
Exchange Plaza,
Bandra-Kurla Complex, Bandra (E),
Mumbai-400 051

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

Ref: BSE Scrip Code: 500650; NSE Scrip Code: EXCELINDUS

Dear Sir/Madam,

Pursuant to provisions of Regulations 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") of the Company for the financial year 2023-24. The BRSR also forms part of the Annual Report for the financial year 2023-24, submitted to the exchanges vide letter of even date.

The BRSR is also available on the Website of the Company at www.excelind.co.in

Kindly take the information on record.

Thanking you,
Yours faithfully,

For Excel Industries Limited

S K Singhvi
Company Secretary
Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

[As per Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Company	:	L24200MH1960PLC011807
2	Name of the Company	:	EXCEL INDUSTRIES LIMITED
3	Year of Incorporation	:	1960
4	Registered Address	:	184-87, S.V. Road, Jogeshwari West, Mumbai-400102
5	Corporate Address	:	184-87, S.V. Road, Jogeshwari West, Mumbai-400102
6	E-mail –Id	:	surendra.singhvi@excelind.com
7	Telephone	:	022-66464200
8	Website	:	www.excelind.co.in
9	Financial Year reported	:	April 1, 2023 to March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	:	BSE Limited & National Stock Exchange of India Limited
11	Paid-up Capital	:	Rs. 6,28,53,460/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	:	Name: Surendra Singhvi Mob No. 9930949248
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	:	Standalone basis
14	Name of assurance provider	:	NA
15	Type of assurance obtained	:	NA

II. Products/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	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	98

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

Sr. No.	Product/Service	NIC Code (Group)	% of total turnover contributed
1	Agrochemicals Intermediaries	20219	60
2	Specialty Chemicals	20119	25
3	Polymer Inputs	22209	5

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	3	6
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	25
International (No. of Countries)	28

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

– 16%

c. A brief on types of customers

Excel Industries Limited caters to the requirements of customers of Crop Protection chemicals, Pharmaceuticals (Human and Veterinary), Specialty chemicals, Polymers, Water treatment chemicals, Biocides etc.

The Company also provides solutions for Municipal Solid Waste (MSW) management and Material Recovery Facility (MRF) for dry waste recycling.

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)	503	468	93.04	35	6.96
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	503	468	93.04	35	6.96
WORKERS						
4.	Permanent (F)	545	544	99.82	1	0.18
5.	Other than Permanent (G)	546	544	99.63	2	0.37
6.	Total workers (F + G)	1091	1088	99.73	3	0.27

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)	2	1	50	1	50
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	2	1	50	1	50
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	13	1	7.69
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.38%	2.86%	14.51%	13.03%	12.50%	13.00%	7.26%	10.71%	7.45%
Permanent Workers	4.23%	0.00%	4.20%	7.71%	100.0%	7.88%	3.73%	0.0%	3.72%

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

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

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity or its subsidiary	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Excel Bio Resources Limited	Subsidiary	100%	No
2.	Kamaljyot Investments Limited	Subsidiary	100%	No
3.	Excel Rajkot C&D Waste Recycling Private Limited	Subsidiary	80%	No
4.	Mobitrash Recycle Ventures Private Limited (shares held by KIL & EBRL)	Associate	39.98%	Yes
5.	Climacrew Private Limited (shares held by KIL)	Associate	33.33%	No
6.	First Energy 7 Pvt. Ltd.	Associate	28.83%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
(ii) Turnover (in Rs.) Rs. 8,26,13,90,533/-
(iii) Net worth (in Rs.) Rs. 10,75,71,59,460/-

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)	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
		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, https://www.excelind.co.in/	0	0	–	0	0	–
Investors (other than shareholders)	Yes, https://excelind.co.in/contact-us/	0	0	–	0	0	–
Shareholders	investors@excelind.com and https://scores.gov.in/scores/Welcome.html	5	1	All the complaints were resolved. One complaint was received at the end of the year which was satisfactorily resolved on 06 th April, 2024.	8	0	All the complaints were resolved
Employees and workers	Yes, https://excelind.co.in/policies/	0	0	–	0	0	–
Customers	Yes, https://excelind.co.in/contact-us/	12	0	All the complaints were resolved	13	0	All the complaints were resolved
Value Chain Partners	Yes, https://excelind.co.in/contact-us/	0	0	–	0	0	–
Other (please specify)	Yes, https://excelind.co.in/contact-us/	0	0	–	0	0	–

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

Sr. 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.	Health and Safety	Risk	Accidents and injuries can affect employees' morale, productivity, asset integrity and reputation of the organization.	<ol style="list-style-type: none"> 1. This year our Health and Safety theme was "Zero Harm". 2. To achieve Zero accident / incident we adhere to the standards of ISO 45001:2018 OHSMS, EHS Management systems, Responsible Care Code guidelines etc. 3. This is being achieved through various training and awareness programs, enhancing visual display, daily housekeeping, Good Engineering Practices, Work place monitoring, internal and external safety audits etc. 4. Regular review of Safety and Risk mitigation plans by the Risk Management Committee, Top Management and by the board of directors is also carried out. 5. On-site and Off-site emergency plans are in place to contain hazards and they are reviewed and updated periodically. 6. Regular mock drills including those in silent hours are done for enhancing emergency preparedness and skills of employees. 7. Many initiatives have been taken at all the sites to increase the safety standards in the company like 365 days Tool Box Talks, Monthly tracking of Near miss, Unsafe acts and Unsafe Condition, Personal Protective Equipment (PPE) monitoring, Management of Hazardous chemicals, Preventive Maintenance, Mean Time Between Failures (MTBF) etc. 8. Hazards identification through Job Safety Analysis (JSA), Hazard and Operability Study 9. (HAZOP), Hazard Identification and Risk Analysis (HIRA), Why-Why analysis, Failure Mode Effect Analysis (FMEA), are also practiced at all the sites. 10. Automation of existing production processes has been done to increase safety, minimize man intervenes, stop process error and reduce chemical exposures of all our employees. 	Negative

Sr. 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)
2.	Sustainability	Risk	Failure to mitigate risks in relation to climate change, reduce carbon emissions, manage product life cycle, preserve nature, and its bio diversity.	<ol style="list-style-type: none"> 1. Develop Sustainable Goals for year 2030, against the applicable UN Sustainable Development Goals (SDG's). 2. Develop a Sustainability road map to attain the Goals developed for the company. 3. Regularly monitor the risks against the KPI's of Sustainability across all sites and Head Office. 4. Regularly review the Roadmap and communicate to the Top Management. 5. Implement the solutions identified to reduce carbon emissions and carbon capture across the manufacturing facilities. 6. Focus on principles of Green Chemistry and implement it for existing and for new product developments to reduce Water footprint and Raw material economization. 7. Proactively invest to balance environmental targets and to promote long term, sustainable business growth. 	Negative
a.	Climate Change	Risk	Planning for reduction of carbon emissions and enhancing the green cover at sites and neighboring communities.	<ol style="list-style-type: none"> 1. Maximize the use of electricity generated from renewable resources. 2. Setup renewable power projects to get continual supplies for use at production sites to reduce Carbon emissions. 3. Improve waste heat recovery from various processes. 4. Embracing principles of green chemistry and changing towards renewable greener fuels. 5. Planting more trees and increasing the green cover at sites and in the neighboring communities under CSR. 	Negative
b.	Resource Conservation	Opportunity	Optimizing the usage of Raw materials and reduction of Non Renewable fuels.	<ol style="list-style-type: none"> 1. Exploring the use of alternate and renewable energy sources to reduce consumption of fossil fuels. 2. Reuse and recycle Sulphur, Solvents and other raw materials to conserve natural resources and promoting circular economy. 3. By following the principles of Green Chemistry at R&D, maximizing the reduction, reuse and recycle of raw materials, energy for resource conservation. 	Positive

Sr. 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.	Energy efficiency	Risk	High volatility in prices of energy like Oil, Coal, Electricity impacts variable costs.	<ol style="list-style-type: none"> 1. Saving of energy through improvements in process efficiency and waste heat recovery. 2. Redesign, conversion or retrofitting of existing equipment's. 3. Installation of energy efficient motors and light fittings. 4. Increasing the mix of renewable energy in consumption. 	Negative
4.	Cyber Security	Risk	Impairment of business operations, Loss of valuable data resulting from Cyber-attacks.	<ol style="list-style-type: none"> 1. Security Vulnerability Assessment (SVA) for Security code of Responsible Care has been implemented. 2. IT Security Vulnerability Assessment has been completed to enhance the overall security against Cyber-attacks. 3. Third party has been engaged to ensure 24x7 monitoring and early detection of Cyber security threats. 4. IT policies are being reviewed, revised and implemented to include Cyber Security. 5. The Extended data SOFOS system has been implemented on all the workstations at all sites and Head Office. 6. Automated production controls are isolated without any remote access to servers. 7. Two factor authentication and automated firewall management and monitoring has been implemented. 8. Cyber security awareness sessions have been conducted for all the employees. 9. Periodic review of Cyber Security risks is being done by the Risk Management Committee. 10. IT strategies and roadmap has been reviewed and updated on a regular basis as per changing business needs and trends. 	Negative
5.	CSR	Opportunity	Developmental projects to create a positive impact and improve community relations.	<p>Impacting neighboring communities near sites and at designated locations through initiatives like:</p> <ol style="list-style-type: none"> 1. Health, well-being and education camps. Nutrition programs for women, adolescent girls. 2. Focusing on water conservation and ground water recharging in catchment areas near sites, through watershed management. 3. Enabling farmers to enhance income, through adoption of better agricultural practices. 4. Creating employment or entrepreneurship openings through skill development. 5. Providing opportunities to farmers to directly sell at agricultural produce 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.

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

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes.								
b. Has the policy been approved by the Board? (Yes/No)	Yes.								
c. Web Link of the Policies, if available	https://www.excelind.co.in/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes.								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.*	Y	Y	Y	Y	Y	Y	Y	Y	Y
Note: * Responsible Care; ISO 14001:2015; ISO 45001:2018; ISO 9001:2015.									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principles are reviewed periodically by different teams and committees led by the Senior Management and external auditors.								
Governance, leadership and oversight									

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>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> <p>The company is committed to integrate its Environmental, Social and Governance (ESG) principles into its businesses, which is vital for improving the quality of life of its employees, its stakeholders and the communities it serves. The company adheres to the principles of product stewardship by enhancing Health, Safety and Environmental impacts of products and services across their entire life cycles. The environmental impacts refers to the changes in Climate, Resources (Energy from Solar and Wind), Waste Water Management, Nature and Biodiversity. The company has committed to reduce its carbon emission (Scope 1 & 2) as per in-house methods and initiatives. The company has setup a solar power plant to increase its consumption of renewable energy. The company has established policies for Safety Health and Environment (EHS), Resource Conservation and Responsible Care</p> <p>The company is committed to conduct beneficial and fair business practices to the labor, human capital, stakeholders and to its neighboring community. The company provides employees, stakeholders and business associates with working conditions that are clean, safe, healthy and fair. It strives to be the neighbor of choice in the communities in which it operates and contributes to their equitable and inclusive development. To deliver these commitments, the company has a separate CSR cell and team at all locations. Apart from this, the company has separate policies for 'Code of Conduct', 'Whistle Blower Policy', 'POSH' etc.</p>									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Policy is approved by the Board of Directors and signed by Executive Chairman. Oversight of the policy is done by the Executive Director, of the Company Mr. Hrishit Shroff. The functional heads of all the departments and their teams are responsible for implementation.								
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 Board from time to time reviews the implementation of Policies and provides valuable directions and guidance to the Management to ensure that Safety and Sustainability implications are duly addressed in all its new initiatives, budgets, CAPEX, OPEX, FOH, audit actions and improvement plans.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Business Responsibility policies of the company are reviewed by Senior Leadership Team including Managing Director and Chief Operating Officer. During the assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are done for implementation. Review frequency is Half Yearly.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Managing Director & Chief Operating Officer / Chief Financial Officer & Company Secretary to the Board of Directors. Review frequency is 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										
Ans: No																		

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

- All the above principles are covered by the policies.

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 programs on any of the Principles during the financial year:

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impacts	% of persons in respective categories covered by the awareness programs.
Board of Directors	5	The Company conducts familiarization programs for its Board of Directors at regular intervals which covers topics such as ESG parameters and targets, corporate governance practices, employee well-being, innovation and R&D and various other regulatory updates	100
Key Management Personnel	3	1. Code of conduct and its implementation (CoC). 2. Prevention of Sexual Harassment (POSH). 3. Anti-Corruption / Anti-Bribery (ACAB) policy.	100
Employees other than BOD and KMP	2	1. Code of conduct and its implementation (CoC). 2. Prevention of Sexual Harassment (POSH).	99
Workers	1	1. Prevention of Sexual Harassment (POSH).	94

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	6	Maharashtra Pollution Control Board (Regional Office – Raigad)	1,00,000	The Bank Guarantee of Rs. 1 Lakh submitted to MPCB has been forfeited due to the Non-compliance of provisions of Water (Prevention and Control of Pollution) Act, 1974 and Air (Prevention and Control of Pollution) Act, 1981.	No
Settlement					
Compounding Fee	9	Legal Metrology Organization, Government of Maharashtra	50,000	The offence relates to declarations to be mentioned on the packages of its products	No.

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	

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 have an Anti Bribery & Anticorruption policy, which is reviewed periodically and revised to ensure it is suitable. The Company has also adopted a Whistleblower Policy to provide a formal mechanism to the Directors, Employees and External stakeholders to report their concerns about unethical behavior, actual or suspected fraud or violation of the Company's Code of Conduct.

The Policy provides for adequate safeguards against victimization of employees who avail of the mechanism. In this mechanism, there are other policies viz. the Whistleblower Policy, the Anti-Bribery, Anti-Corruption Policy and Anti-Money Laundering Policy. These policies primarily cover risk assessment, third party due diligence, training, awareness, audit and reporting. Under the above Policies, Compliance Officers have a functional reporting about any violation of the Policies to the Managing Director, Company Secretary or the Chairperson of the Audit Committee. Aggravated cases of breach of the said Policies is escalated to the Board of Directors of the Company. The Whistleblower Policy ensures that strict confidentiality is maintained in such cases and no unfair treatment is meted out to a Whistleblower. The Company, as a Policy, condemns any kind of discrimination, harassment, victimization or any other unfair employment practice being adopted against Whistleblowers. With an aim to create awareness, during the year under review, the Company also took a series of communication and training program on the values, code of conduct and other ethical practices of the Company for internal stakeholders, vendors and distributors, partners, etc. These policies are available at the website of the company: <https://excelind.co.in/>.

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

	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMP's	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	–	0	–
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	–	0	–

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

– Not Applicable.

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

	FY 2023-2024	FY 2022-23
Number of days of accounts payables	137 days	62 days

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	13.45	8.42
	b. Number of trading houses where purchases are made from	64	65
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	98.70	96.96
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	11.38	7.61
	b. Number of dealers / distributors to whom sales are made	259	129
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	78.62	89.62
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.29	1.50
	b. Sales (Sales to related parties / Total Sales)	0.09	0.09
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	0.74	1.17

Leadership Indicators

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

Total number of awareness programs held	Topics / principles covered	Value chain partners covered (by value of business done with such partners)
04	Principle: 03	4
02	Principle: 06	3

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, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential

conflict with the interest of the Company at large. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflict of interests involving the Directors / KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department which flags off the parties in their system for monitoring and tracking transaction(s) entered by the Company with such related parties.

For related party transactions. Full disclosure is made for all transactions with audit committee. This is on prior approval basis and the information is reviewed quarterly

PRINCIPLE 2 Businesses should provide goods and services in a manner that are sustainable and safe.

Essential Indicators

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts.
R&D	30.37 Lacs 4.66%	45.45 Lacs 5.94%	All R&D Investments are focused on development of new products, sustainable technologies and adoption of principles of Green chemistry focused on Sustainability.
Capex	1161.61 Lacs 20.66%	193.75 Lacs 5.54%	Carbon Projects for Waste Heat Recovery, Conservation of Water, Conservation of Natural resources, Pollution Control, Safety for Employees & Community, encouraging use of Green Energy for production of sustainable chemicals.

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?
 - About 33% of our electricity used in manufacturing are sourced from Renewable resources.
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for
 - As a part of Responsible Care Product Safety and Stewardship code, we have Standard Operating Procedures (SOP's) for handling, storage and disposal of each product. These procedures have been communicated to our Customers and Channel Partners to enhance product safety at their premises and the neighboring communities. Similarly, procedures are available for disposal at the end of life cycle assessment.

Some of the examples of reusing and recycling Packaging materials are as under:

- (a) Plastics packaging: Both open top and closed top drums are recycled inside the plant and within sites.
 - (b) MS Drums: All empty MS closed top drums of raw materials are cleaned, cut and straightened into sheets before disposal.
 - (c) Use of recyclable totes and dedicated tankers, to ensure drums can be permanently stopped for end of life disposal processes.
 - (d) E-waste: E-wastes are handed over to certified vendors for safe segregation and disposal.
 - (e) Hazardous waste: Solid and Liquid Hazardous wastes are sent to Government approved TSDF sites for disposal.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
 - Extended Producer Responsibility (EPR) is presently not applicable to the company.

Leadership indicators

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
20219	Agrochemical Intermediates	60	Gate to Gate	No	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.
- No. The fleet of ISO tankers that are being used at our site, are being washed and maintained inhouse by the ETP team and the generated wastewater is treated at our ETP. We ensure that there is no significant social or environmental concerns arising from disposal of our products in the Life Cycle Perspective.
3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate Input material	Recycled or reused input material to total material	
	FY 2023-24	FY 2022-23
Sulphur	14.5%	14%

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

	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	86 MT	0	0	126 MT
E-waste	0	0	0.14 MT	0	0	0.17 MT
Hazardous waste	0	0	13435 MT	0	0	10947 MT
Other Waste-Boiler Ash.	0	0	1895 MT	0	0	1746 MT

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.
- Packaging materials are recycled / reclaimed.

PRINCIPLE 3 : Businesses should respect and promote the wellbeing of all employees, including those in the value chain.

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	468	468	100	468	100	NA	NA	NA	NA	NA	NA
Female	35	35	100	35	100	35	100	NA	NA	NA	NA
Total	503	503	100	503	100	35	7	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	544	544	100	544	100	NA	NA	NA	NA	NA	NA
Female	1	1	100	1	100	1	100	NA	NA	NA	NA
Total	545	545	100	545	100	1	0.18	NA	NA	NA	NA
Other than Permanent Workers											
Male	544	87	16	534	98	NA	NA	NA	NA	NA	NA
Female	2	2	100	2	100	0	0	0	0	0	0
Total	546	89	16	536	98	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 –

	FY 2023-24	FY 2022-23
Cost incurred on wellbeing measures as a % of total revenue of the company	0.13%	0.09%

2. Details of retirement benefits, for Current FY 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	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	–	–	–	–	–	–
Others : Please Specify.	–	–	–	–	–	–

3. Accessibility of workplaces:

- a. 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.
- No

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

- Yes, the Company has a Diversity, Equity and Inclusion (DEI) Policy, which creates an inclusive environment, which embraces differences and fosters inclusion.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	1	100%	0	0
Total	1	100%	0	0

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)

- Yes

Category	Mechanism in Brief
Permanent Workers	Receipt of any grievance through email, letter, or telephonically etc., is registered at the HR & Admin office. The complaints which are within the purview of the company is taken up for further investigation through an internal investigator. The investigator conducts investigation by gathering the data, validating, analyzing and provides his observations and recommendations. The investigation report is further reviewed by the VP-HR and Admin and the recommendations are acted upon. The documentation of the action taken is filed for records. The Audit Committee and the Board review these, where necessary.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

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 Employees	503	72	14	500	80	16
Male	468	72	15	468	80	17
Female	35	0	0	32	0	0
Total Permanent Workers	545	236	43	520	234	45
Male	544	236	43	519	234	45
Female	1	0	0	1	0	0

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	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/A)	No. (F)	% (F/A)
Employees										
Male	468	468	100	310	66	468	468	100	396	85
Female	35	35	100	19	54	32	32	100	14	44
Total	503	503	100	329	65	500	500	100	410	82
Workers										
Male	544	544	100	530	97	519	519	100	501	97
Female	1	1	100	1	100	1	1	100	1	100
Total	545	545	100	531	97	520	520	100	502	97

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	468	375	80	468	348	74
Female	35	32	91	32	26	81
Total	503	407	81	500	374	75
Workers						
Male	544	54	10	519	65	13
Female	1	0	0	1	0	0
Total	545	54	10	520	65	13

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity?. (Yes/ No).
 - Yes. The Environment, Health and Safety Management system covers activities across all manufacturing locations, offices and R&D laboratories, ensuring the protection of environment, health & safety of its employees, contractors, visitors and relevant stakeholders.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
 - (i) Frequent audits are carried out to identify work-related hazards and assess risks on a routine and non-routine basis.
 - (ii) Trainings imparted to employees
- 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

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

Safety Incident / Number	Category	FY 2023-2024	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.000	0.000
	Workers	0.000	01
Total recordable work-related injuries	Employees	0.000	0.000
	Workers	0.000	0.000
No. of fatalities	Employees	0.000	0.000
	Workers	0.000	01
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0.000	0.000
	Workers	0.000	0.000

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

- Safety drills
- Trainings on work-related hazards and hazardous material handling

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	Nil	Nil	Nil	Nil	Nil	Nil
Health and Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health 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.

- NA

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of
 - (A) Employees –
 - 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.
 - Yearly internal and external audits are carried out for monitoring all the HR Compliances.
3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)
 - Yes, on case to case basis
5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	37
Working conditions	37

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.
 - Nothing significant.

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.
 - Internal and external group of stakeholders have been identified. Presently, the given stakeholder groups which have the immediate impact on the operations and working of the Company are Shareholders, Customers, Communities, employees, Suppliers, Partners and Vendors.
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, advertisements, community meetings, Notice board, website, others).	Frequency of engagement. (Annually, Half Yearly, Quarterly/ others – Please Specify).	Purpose and scope of engagement including key topics and concerns raised during such engagements.
Shareholders	No	Email, Website & Newspapers	Quarterly	Share price appreciation, dividends, profitability and financial stability, robust ESG practices, climate change risks, cyber risks, growth prospects
Employees	No	Email, Website	Periodically, an ongoing activity.	Responsible Care (RC), innovation, operational efficiencies, improvement areas, long-term strategy plans, brand communication, health, safety and engagement initiatives
Customers	No	Email, Website	Periodically, an ongoing activity.	Product quality and availability, responsiveness to needs, aftersales service, responsible guidelines / manufacturing, climate change disclosures, life cycle assessment
Suppliers / Partners	No	Email, Website	Periodically, an ongoing activity.	Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances, ethical behavior), ISO and OHSAS standards, collaboration and digitalization opportunities
Government	No	Email, Website	Periodically, an ongoing activity.	Strong ESG practices (climate change roadmap, frameworks for sustainability and beyond compliance and RC, changes in regulatory frameworks, skill and capacity building, employment, environmental measures), policy advocacy, timely contribution to exchequer/ local infrastructure, proactive engagement

Stakeholder Group	Whether identified as Vulnerable & Marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, pamphlets, advertisements, community meetings, Notice board, website, others).	Frequency of engagement. (Annually, Half Yearly, Quarterly/ others – Please Specify).	Purpose and scope of engagement including key topics and concerns raised during such engagements.
Communities	Portion of the Community is vulnerable and marginalised	Email, pamphlet and community meetings	Periodically, an ongoing activity.	RC, waste management, integrated water management, clean water, climate change impacts, community development, self-sustainability, livelihood support, disaster relief, support of the United Nations Sustainable Development Goals (UN SDGs) building capacity of future leaders, digital ecosystem development

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 Company management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, etc. The Company has focused on this aspect through its EHSRC (Environment, Health, Safety and Responsible Care) policy that updates the progress on the actions to the Board and takes inputs on a quarterly basis.
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, through community interaction studies, the Company engages with its stakeholders in terms of identifying and prioritizing the issues pertaining to economic, environmental and social topics.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.
 - The Company follows an extensive development approach for the vulnerable and marginalized stakeholders. It has been the Company's constant endeavor to focus on inclusive and collaborative growth. While the Company continues to progress on this roadmap, in the Company's integrated development interventions all the social initiatives under these elements are conducted around the Company's areas of operations aiming to improve the quality of life, especially in their neighborhoods. As per the need assessment, the vulnerable and marginalized stakeholder's community in the Company's neighborhood regions aspires for better education, health care, agriculture/animal husbandry better livelihood skills and employment. The Company site's entry-level recruitments like Diploma Engineer Trainees, Graduate Engineer Trainees and Management Trainees focus on recruitment from nearby communities.

The CSR has a very wide focus of vulnerable/ marginalized stakeholder groups, and are determined for their growth and development through many of its programs on a continual basis year after year.

PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS.**Essential Indicators**

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

Category	FY 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	503	70	14	500	59	12
Other than Permanent	0	0	0	0	0	0
Total Employees	503	70	14	500	59	12
Workers						
Permanent	545	0	0	520	0	0
Other than Permanent	546	0	0	505	0	0
Total Employees	1091	0	0	1025	0	0

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

Category	FY 2023-24					FY 2022-23				
	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/A)	No. (F)	% (F/A)
Employees										
Permanent										
Male	468	0	0	468	100	468	0	0	468	100
Female	35	0	0	35	100	32	0	0	32	100
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	544	0	0	544	100	519	0	0	519	100
Female	1	0	0	1	100	1	0	0	1	100
Other than Permanent										
Male	544	544	100	0	0	503	503	100	0	0
Female	2	2	100	0	0	2	2	100	0	0

3. Details of Remunerations / salary / wages

a. Median remuneration/ wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	12	8,20,000	1	5,40,000
Key Managerial Personnel	3	93,55,280	0	–
Employees other than BoD and KMP	465*	6,40,629**	35*	7,31,662**
Workers	544		1	

(*) Note : This head count excludes 13 Directors and 3 KMPs.

(**) Note : This median is combined of employees and workers. This may vary post wage agreement of Roha and Lote.

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 females as % of total wages	3.8%	3.5%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights 1 impacts or issues caused or contributed to by the business? (Yes/No)

– Yes, the Company has adopted a Human Resource Policy (HR Policy), which is applicable across all its locations. Under the policy, the Company's HR Managers are the focal points to receive the grievances and address the issues. The MD, COO and the VP-HR are the main counselors. Every location has a local ethics counselor as its HR Head who reports the grievances with respect to human rights, etc

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

– The company has a common mechanism to redress grievances under human rights as for other grievances. Grievances are received through email, letter, or telephonically etc., it is registered by the HR and Admin department at respective locations and its sanity check is done. For complaints, which are in the purview of the Code of Conduct committee, merits further investigation. Investigation is either internal or external, based on its severity. The investigator conducts investigation by gathering the data, validating, analyzing and gives his observations and recommendations. The investigation report is further reviewed by the HR & Admin department at Sites or at H.O. Mumbai and the recommendations are acted upon. The documentation of the action taken is filed for records. MD and the Audit Committee review these.

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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	–	Nil	Nil	–
Discrimination at workplace	Nil	Nil	–	Nil	Nil	–
Child Labour	Nil	Nil	–	Nil	Nil	–

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
Forced Labour / Involuntary Labour	Nil	Nil	–	Nil	Nil	–
Wages	Nil	Nil	–	Nil	Nil	–
Other human Rights related Issues	Nil	Nil	–	Nil	Nil	–

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 Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/ workers	0%	0%
Complaints on POSH upheld	Nil	Nil

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
- As part of Whistleblower Policy and POSH Policy, the Company strictly maintains the protection of identity of the complainant. All such matters are dealt in strict confidence. As a part of our policy on Code of Conduct, the Company does not tolerate any form of retaliation or revenge against anyone reporting legitimate concerns. Anyone involved in targeting such a person is subjected to disciplinary action, wherever found.
9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)
- Yes, the company has specific clauses included in the business agreements and contracts / purchase orders. Human rights form a part of the company's Code of Conduct. The Company at any of its premises does not employ children below 18 years of age at its workplaces and does not use forced labor in any form.
10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others : Please Specify.	0%

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

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
 - NA
2. Details of the scope and coverage of any Human rights due-diligence conducted.
 - NA
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?
 - No
4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0%
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others : Please Specify.	

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

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

Essential Indicators

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

Parameters	FY 2023-2024 (GJ)	FY 2022-2023 (GJ)
From renewable resources	–	–
Total electricity consumption (A)	51521	64310
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total Energy consumed from Renewable sources (A+B+C)	51521	64310
From non-renewable resources	–	–
Total electricity consumption (D)	103715	100247
Total fuel consumption (E)	667963	584266
Energy consumption through other sources (F)	0	0
Total Energy consumed from Non-Renewable sources (D+E+F)	771678	684513
Total Energy consumed (A+B+C+D+E+F)	823199	748823
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000996441	0.0000687108

Parameters	FY 2023-2024 (GJ)	FY 2022-2023 (GJ)
Energy intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.00203	Not Applicable
Energy intensity in terms of physical output	7.002 GJ/MT	Not Applicable
Energy intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

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

- This data is shared with Indian Chemical Council (ICC) as a part of annual KPI
2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.
 - Not Applicable
 3. Provide details of the following disclosures related to water, in the following format:

Parameters	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	494777 KL	512328 KL
(iv) Seawater / desalinated water	0	0
(v) Others	3158 KL	2585 KL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	497935 KL	514913 KL
Total volume of water consumption (in kilolitres)	459104 KL	506073 KL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000555722	0.0000464364
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.001123	Not Applicable
Water intensity in terms of physical output	3.86 KL/MT	Not Applicable
Water intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

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

- This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.

4. Provide the following details related to water discharged:

Parameters	FY 2023-24	FY 2022-23
Water discharged by destination and level of treatment (in kilolitres)		
(i) To Surface water	–	–
-No treatment	0	0
-With treatment- please specify level of treatment	0	0
(ii) To Groundwater	–	–
-No treatment	0	0
-With treatment- please specify level of treatment	0	0
(iii) To Seawater	–	–
-No treatment	0	0
-With treatment- please specify level of treatment	0	0
(iv) Sent to third parties	86999 KL	103832 KL
-No treatment	0	0
-With treatment- please specify level of treatment	86999 KL (as per MPCB Norms to CETP)	103832 KL (as per MPCB Norms to CETP)
(v) Others	–	–
-No treatment	0	0
-With treatment- please specify level of treatment	0	0
Total water discharged (in kilolitres)	86999 KL	103832 KL

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.

– This data is shared with Indian Chemical Council (ICC) as a part of annual KPI

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

– Yes, the Company has implemented Zero Liquid Discharge at its Visakhapatnam plant.

Roha Site has been granted phasewise implementation of ZLD through EC and CTO. Lote site is also operating with partial ZLD. Both Roha and Lote units have approved consented discharge facility to CETP.

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

Parameters	Please specify unit	FY 2023-2024	FY 2022-23
NOx	Tons	46.52	47.95
SOx	Tons	230.19	258.45
Particulate matter (PM)	µg/m ³	193	204
Persistent organic pollutants (POP)	–	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	–	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	–	Not Applicable	Not Applicable
Others – please specify	–	Not Applicable	Not Applicable

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

– This data is shared with Indian Chemical Council (ICC) as a part of annual KPI

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

Parameters	Unit	FY 2023-2024	FY 2022-2023
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 (Scope 1: Direct emission)	63645	55565
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 (Scope 2: Indirect emission)	23647	22856
Total Scope 1 and Scope 2 emissions per rupee of Turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	MT CO ₂ /INR	0.00001056	0.0000071958
Total Scope 1 and Scope 2 emissions per rupee of Turnover adjusted for purchasing power parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	MT CO ₂ /PPP adjusted INR	0.0002134	Not Applicable
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT CO ₂ /MT production	0.735 MT	Not Applicable
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	Not Applicable	Not Applicable	Not Applicable

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

– This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.

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

– Yes. Roha and Lote site received about 33% of its electricity requirements from Renewable resources. The company has setup a solar power project to increase its consumption of renewable energy. The roadmap for carbon emission reductions has been established and the company is working to meet its carbon reduction plan.

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

Parameters	FY 2023-24	FY 2022-23
Total waste generated (in metric tons)		
Plastic waste (A)	86	126
E-waste (B)	0.14	0.17
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	13435	10947
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	818	2147
Total (A + B + C + D + E + F + G + H)	14339.14	13220.17
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000001735 MT/INR	0.000001213 MT/INR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000351	Not Applicable
Waste intensity in terms of Physical Output	0.1207	Not Applicable
Waste intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable
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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	175	117
(ii) Landfilling	13435	10866
(iii) Other disposal operations	1671	1746
Total	15281	12729

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.

– This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

- The Company has established processes to responsibly dispose off its generated wastes. The waste management practices involves 100% recycling of gaseous wastes through scrubbing resulting in value added products.

Non Hazardous wastes like Boiler ash is sold to brick manufacturers, while Hazardous wastes are disposed off to PCB approved TSDF units. The empty mild steel drums from raw materials are washed, cut and flatten into sheets before disposal. Other drums are also washed and then sold off to PCB approved vendors. Similarly, Waste water is treated and is partly recycled.

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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and Corrective action taken, if any.
1	Roha	Manufacturing	Yes, approved.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

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 is Complying with all the above mentioned acts and rules

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	Not Applicable	–	–	–

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: MIDC Roha and MIDC Lote Parshuram
- Nature of operations: Treated water is discharged to Common Effluent Treatment Plant (CETP) as per latest Consent to Operate (CTO).

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (In kilolitees)		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater	Not Applicable	Not Applicable
(iii) Third party water	Not Applicable	Not Applicable
(iv) Sea water/desalined water	Not Applicable	Not Applicable
(v) Others	Not Applicable	Not Applicable
Total volume of water withdrawal (In kilolitres)	Not Applicable	Not Applicable
Total volume of water consumption (In kilolitres)	Not Applicable	Not Applicable
Water intensity per rupee of turnover (Water consumed / turnover)	Not Applicable	Not Applicable
Water intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	–	–
-No treatment	Not Applicable	Not Applicable
-With treatment – please specify level of treatment	Not Applicable	Not Applicable
(ii) To Groundwater	0	22384
-No treatment	0	0
-With treatment – please specify level of Treatment	0	22384 (water used for gardening)
(iii) To Seawater	0	0
-No treatment	0	0
-With treatment – please specify level of Treatment	0	0
(iv) Sent to third-parties (KL released to CETP)	103832	102767
-No treatment	0	0
-With treatment – please specify level of Treatment	103832 (as per MPCB Norms to CETP)	102767 (as per MPCB Norms to CETP)
(v) Others	0	0
-No treatment	0	0
-With treatment – please specify level of Treatment	0	0
Total water discharged (in kilolitres)	103832	125151

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.

– This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.

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

Parameters	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not Assessed	Not Assessed
Total Scope 3 emissions per rupee of turnover	MT/INR	Not Assessed	Not Assessed
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Assessed	Not Assessed

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.

– This data is still not tracked and reported.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.
- The Company monitors the water quality and air quality on a regular basis as per the environmental norms, regulations and CTO. Sites are located in Industrial Development areas / zones notified by state government, which are outside core biodiversity areas.
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Integrated waste management.	Consumption of Sulphur generated in process.	Conservation of natural resources
2	Integrated waste management.	Recycling of Solvents from process.	Reduction of Pollution.
3	Water shed Management	Rain water harvesting at site.	Conservation of natural resources

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
- Yes, onsite emergency preparedness plan in place and it is reviewed periodically. Similarly, guidelines of Distribution code and Nicer Globe are addressed for offsite transportation of Hazardous goods.
6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.
- No significant impact.
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
- 37%

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

Essential Indicators

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	FICCI- Federation of Indian Chambers of Commerce and Industry	National
2	BCCI -Bombay Chamber of Commerce and Industry	
3	ICC- Indian chemical council	
4	CHEMEXCIL-Chemicals Export Promotion Council.	
5	NSCM-National Safety Council of Maharashtra.	
6	NSCI-National Safety Council of India.	
7	CII-Confederation of Indian Industry	

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

Leadership Indicators

1. Details of public policy positions advocated by the entity:
 - Not Applicable

PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.
 - Not Applicable
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:
 - Not Applicable
3. Describe the mechanisms to receive and redress grievances of the community.
 - The Company has a procedure to receive and redress concerns/grievances received from the community. Each site has a committee from members of various departments like. HR & Admin., Security, CSR, etc. which receives the concerns (written/verbal) and works towards its completion. Sometimes, field visit and detailed analysis are done and the concern is addressed appropriately in a timely manner. The concerns are recorded and closely tracked until they are closed to the satisfaction of the stakeholder. The Company proactively engages with the community for development related work, site visits, visit to villages in various programs etc. A number of formal, informal and interactive sessions are conducted which

helps in collaborations with the community to facilitate mutual cohesiveness and bonding while working together. We also engage through CSR, with various sections of the community like youth, women and community leaders etc. Senior Management proactively interacts with the community as and when required.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	26.65%	18.59%
Directly from within India	73.35%	51.05%

5. Job creation in smaller town – Disclose wages paid to persons employed (including employees or workers 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	–	–
Semi-Urban	–	–
Urban	72.39%	73.82%
Metropolitan	27.61%	26.18%

(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
Not Applicable	

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

S. No.	State	Aspirational District	Amount Spent (in INR)
1.	Maharashtra	Roha-Raigad	65,00,000
2.	Maharashtra	Chiplun-Ratnagiri	65,00,000

Our focus of CSR projects includes villages and local communities in and around the manufacturing sites as mentioned above.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
- Yes, done under local procurements through sites.
- (b) From which marginalized /vulnerable groups do you procure?
- Local community around the plants.
- (c) What percentage of total procurement (by value) does it constitute?
- less than 1%

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
None				

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
None		

6. Details of beneficiaries of CSR Projects:

Approximate project-wise beneficiaries (including vulnerable and marginalized groups) are mentioned below:

Sr. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Desilting of 3 Rivers & 2 Ponds from 6 Villages.	3300	100% Beneficiaries from Rural areas.
2	Natural Water Conservation - Storage Tank Construction	600	100% Beneficiaries from Rural areas.
3	Govt. Schemes Help	45	100% Beneficiaries from Rural areas.
4	Mahila Kisan Divas Celebration	30	100% Beneficiaries from Rural areas.
5	Jain Irrigation & Baramati KVK Exposure	133	100% Beneficiaries from Rural areas.
6	Pulses, Rabbi Seed Distribution	503	100% Beneficiaries from Rural areas.
7	Marketing Exposure at HO	15	100% Beneficiaries from Rural areas.
8	Solar Lamp, Trap Distribution	66	100% Beneficiaries from Rural areas.
9	Farmers to Farmers Interaction	30	100% Beneficiaries from Rural areas.
10	Dr. Panjab Rao Natural Farming Mission - Training Program	230	100% Beneficiaries from Rural areas.
11	Mechanization - Cutter & Ragi Machine	80	100% Beneficiaries from Rural areas.
12	Kharip Vegetable Distribution - 5 Types of Seeds	55	100% Beneficiaries from Rural areas.

Sr. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
13	Kitchen Garden Seeds 6 types.	461	100% Beneficiaries from Rural areas.
14	Composting Bags Distribution - 1 Tone Capacity	20	100% Beneficiaries from Rural areas.
15	Kitchen Garden Seeds 6 types. Joint program with Govt.	653	100% Beneficiaries from Rural areas.
16	Dencha Green Manuar Joint with Agri. Dept.	271	100% Beneficiaries from Rural areas.
17	Kaveri Bird Distribution - Poultry Farming	28	100% Beneficiaries from Rural areas.
18	Poultry Enterprises Development	03	100% Beneficiaries from Rural areas.
19	Safety Jackets distribution to Fishermen	11	100% Beneficiaries from Rural areas.
20	Multipurpose Platform constructed	450	100% Beneficiaries from Rural areas.
21	2 Benches Provided to Old Aged Groups	20	100% Beneficiaries from Rural areas.
22	Support to Roha Kabaddi Association	80	100% Beneficiaries from Rural areas.
23	Cement Sheets Provided to Bhate Library	10000	100% Beneficiaries from Rural areas.
24	Disaster Help to Khandere Adiwasi Wadi	27	100% Beneficiaries from Rural areas.
25	Disaster management Training Program to Police Patil	50	100% Beneficiaries from Rural areas.
26	Govt. Basic Tailoring Batch	41	100% Beneficiaries from Rural areas.
27	Govt. Fashion Designing Training Batch	24	100% Beneficiaries from Rural areas.
28	Govt. Cooking Training Batch	20	100% Beneficiaries from Rural areas.
29	Govt. Navvari Training Batch	41	100% Beneficiaries from Rural areas.
30	Govt. Cake Making Training Batch	51	100% Beneficiaries from Rural areas.
31	Govt. Machine Reaping Training Batch	25	100% Beneficiaries from Rural areas.
32	Govt. Fruit Processing Training Batch	17	100% Beneficiaries from Rural areas.

Sr. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
33	Govt. Wellness Center Training Batch	24	100% Beneficiaries from Rural areas.
34	Govt. Flower Making Training Batch	17	100% Beneficiaries from Rural areas.
35	Uniform Distribution to Adiwasi wadi	30	100% Beneficiaries from Rural areas.
36	Note Books Distribution to Students	800	100% Beneficiaries from Rural areas.
37	Pradnya Vikas Program - 8th & 9th Std.	441	100% Beneficiaries from Rural areas.
38	Vikasika Mitra-Prakalp	626	100% Beneficiaries from Rural areas.
39	Special Guidance to SSC Students	420	100% Beneficiaries from Rural areas.
40	Bio Gas Distribution. Project joint with Govt.	07	100% Beneficiaries from Rural areas.
41	Solar Street Light installed on Adiwasi Wadi	2540	100% Beneficiaries from Rural areas.
42	Tree Plantation Programs	3000	100% Beneficiaries from Rural areas.
43	Goat Farming Support (1 Male + 2 Female)	06	100% Beneficiaries from Rural areas.
44	Coconut Trees & Solar Light provided to Fishermen	16	100% Beneficiaries from Rural areas.
45	Fish Seed & Fish Food Distributed to Fishermen	22	100% Beneficiaries from Rural areas.
46	Online Govt. Schemes Facilities Provided to Community / farmers.	427	100% Beneficiaries from Rural areas.
47	Agriculture Pipe Distributed to Farmers	85	100% Beneficiaries from Rural areas.
48	Water Filter Provided Taluka Sports Association	250	100% Beneficiaries from Rural areas.
49	Computer Set Support to M.B.More School	400	100% Beneficiaries from Rural areas.
50	Building Materials Provided Various Community Centers	2500	100% Beneficiaries from Rural areas.
51	Support to District Kho - Kho Association	2000	100% Beneficiaries from Rural areas.
52	Mahila Work Shop Roof Work	600	100% Beneficiaries from Rural areas.

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

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
 - All the sites are ISO 9001:2015 Certified and has a well-established setup of Quality Management System for receiving and responding to complaints for the existing consumers through emails, letters and phone. Complaints are escalated and resolved within the time depending on its nature.
- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percent to total turnover
Environmental and Social parameters relevant to the products	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

- Number of consumer complaints in respect of the following:

	FY 2023-24		Remarks	FY 2022-23		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	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential Services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	12	0	Resolved Satisfactorily	13	0	Resolved Satisfactorily

- Details of instances of product recalls on account of safety issues:

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

- 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 detailed charter on cyber security and risk related to data privacy and is extremely vigilant on the same.
- 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.
 - The company's cyber security has been outsourced and managed by a leading IT services company. Internally regular reviews are conducted and corrective actions are taken to improve the cyber security as per requirements. Data privacy requirements are being evaluated. Actions will be taken against the guilty as per data privacy law.

7. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches: None
 - b. Percentage of data breaches involving personally identifiable information of customers: None
 - 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).
 - The information on products and services of the entity can be accessed at www.excelind.co.in. Additionally they are addressed over calls and emails.
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
 - Customers are informed and educated about safe and responsible usage of products through MSDS / Product Brochures and customized modules of trainings as a part of Product Safety and Stewardship code.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
 - Yes, the Company informs customers through emails and phone calls.
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.
 - Yes, our product labels are detailed and carry information about Hazards and safe handling of the product. Address and contact numbers of Manufacturing site and H.O. is provided on product labels.
5. 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, Consumer satisfaction relating to the major products of the company has been done for all the locations of operation.