



August 31, 2024

BSE Limited Corporate
Relationship Department
P.J. Towers, Dalal Street,
Fort, Mumbai – 400001.

Scrip Code: 514183
ISIN: INE761G01016

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report (“BRSR”) of the Black Rose Industries Limited (“the Company”) for the Financial Year 2023-24.

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed herewith the BRSR of the Company for the Financial Year 2023-24. The BRSR forming part of the Annual Report for the financial year 2023-24 is also available on the website of the Company at www.blackrosechemicals.com.

Kindly take the same on record.

Thanking You.

Yours Faithfully,
For **Black Rose Industries Limited**,

Ankit Kumar Jain
Company Secretary & Compliance Officer

Encl: as above

Black Rose Industries Ltd.
145/A, Mittal Towers, Nariman Point, Mumbai - 400 021, INDIA
Tel.: +91 22 4333 7200 / 2282 4075 | Fax: +91 22 2287 3022
E-mail: investor@blackrosechemicals.com | Website: www.blackrosechemicals.com
CIN No.: L17120MH1990PLC054828
Factory : Shree Laxmi Co-op. Industrial Estate Ltd., Hatkanangle, Dist. Kolhapur, Maharashtra, INDIA

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars/ Activities	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L17120MH1990PLC054828
2.	Name of the Listed Entity	Black Rose Industries Limited
3.	Year of incorporation	1990
4.	Registered office address	145/A, Mittal Tower, Nariman Point, Mumbai – 400021.
5.	Corporate address	145/A, Mittal Tower, Nariman Point, Mumbai – 400021.
6.	E-mail	investor@blackrosechemicals.com
7.	Telephone	+91 22 43337200
8.	Website	https://www.blackrosechemicals.com/investor
9.	Financial year for which reporting is being done	April 1, 2023 to March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd.
11.	Paid-up Capital	₹ 5.10 Crore (51,000,000 Equity Shares of ₹ 1 each)
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ambarish Daga, Executive Director Black Rose Industries Limited 145/A, Mittal Tower, Nariman Point, Mumbai – 400021 E-mail: investor@blackrosechemicals.com Tel: +91 22 4333 7200 Fax: +91 22 22873022
13.	Reporting boundary	Disclosures made in this report are on standalone basis

II. Products/services

14. 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 & distribution of chemicals	Manufacturing & Distribution	99.64%

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	a. Acrylamide b. Polyacrylamide	Manufacturing	31.32%
2.	a. 2-Acrylamido -2-Methylpropanesulphonic b. Resorcinol c. Ethanolamines d. Meta Cresol e. Acrylonitrile f. Purified Isophthalic acid g. Methacrylamide	Distribution	59.73 %
	Total		91.05%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	3	5
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	18 States and 3 Union Territories
International (No. of Countries)	17 Countries

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

The contribution of exports was 34.13% of the total turnover of the Company for the financial year ended March 31, 2024.

c. A brief on types of customers

The company is engaged in the distribution and manufacturing of specialty and performance chemicals. The customer portfolio is diversified, ranging from large global customers to small and medium-sized enterprises. The company serves a wide range of customers from various industries such as paints and coatings, water/wastewater treatment, ceramic binders, construction chemicals, surfactants and adhesives, oil and gas, textiles, paper, leather chemicals and other industries.

IV. Employees

18. 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)	60	49	81.67%	11	18.33%
2.	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3.	Total employees (D + E)	60	49	81.67%	11	18.33%
WORKERS						
4.	Permanent (F)	48	47	97.91%	01	2.09%
5.	Other than Permanent (G)	06	06	100%	NIL	NIL
6.	Total workers (F + G)	54	53	98.15%	01	1.85%

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)	NIL	NIL	NIL	NIL	NIL
2.	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3.	Total differentlyabled employees (D + E)	NIL	NIL	NIL	NIL	NIL
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5.	Other than permanent (G)	NIL	NIL	NIL	NIL	NIL
6.	Total differentlyabled workers (F + G)	NIL	NIL	NIL	NIL	NIL

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33%
Key Management Personnel*	2	NIL	NIL

* Key Managerial Personnel other than Board of Directors, details of Ms. Harshita Shetty is not mentioned here as she has resigned w.e.f. February 29, 2024.

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years):

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	39%	64%	43%	38%	27%	35%	19%	8%	17%
Permanent Workers	21%	NIL	20%	14%	NIL	13%	33%	NIL	32%

V. Holding, Subsidiary and Associate Companies (including joint ventures)
21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	B. R. Chemicals, Japan	Wholly Owned Subsidiary	100%	No
2.	Wedgewood Holding Limited	Holding Company	56.47%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover: ₹28,117.10 Lakhs

(iii) Net worth: ₹13,957.05 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web-link for grievance redress policy)	FY 2023 – 24			FY 2022 – 23		
		Current Financial Year			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
Communities	Yes	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Investors (other than shareholders)	Yes	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Shareholders	Yes	4	0	Not Applicable	3	0	Not Applicable

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023 – 24			FY 2022 – 23		
		Current Financial Year			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
Employees and workers	Yes	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Customers	Yes	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Value Chain Partners	Yes	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable

A Grievance Redressal Mechanism is in Place. The weblink for the same <https://www.blackrosechemicals.com/investor>

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

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

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	Management of hazardous chemicals	Risk	Appropriate management of hazardous chemicals is crucial for reducing health and safety hazards while also minimising environmental consequences.	The company has an integrated Q-HSE policy which is communicated to all employees handling such hazardous chemicals. All workers are provided regular training associated with risk, handling practices, and emergency response	Negative
2	Climate change leading to stricter environmental regulations	Opportunity	The company is using a sustainable bio-catalytic process with zero discharge and zero byproducts	Not applicable	Positive
3	Social unrest	Risk	Property damage or business interruption can arise from social unrest, whereas insider threats might result in sensitive information being released or illegal access to crucial systems.	The company has a framework for prioritizing employee protection, securing the facilities and taking adequate insurance coverage for any losses, and has a business continuity plan in place.	Negative

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)	Yes, as applicable								
c. Web Link of the Policies, if available	Certain Policies are uploaded on the website of the Company at https://www.blackrosechemicals.com/investor . Other policies being internal documents are available on the internal network.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, wherever required.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, wherever required.								
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company’s manufacturing facility is certified as per ISO 9001:2015 (Quality Management System), ISO 14001:2015 (Environmental Management Systems), and ISO 45001:2018 (Occupational Health and Safety Management System).								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Executive Director								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Executive Director								
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, Executive Director								

** The Company seeks to maintain the highest levels of integrity and behavior, as well as compliance with the law and internal policies.

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The Executive Director of the Company reviews the sustainability initiatives of the Company on an annual basis.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company has been compliant with the statutory requirements of relevance to the principles.																	

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Yes, certain policies have been evaluated by ECOVADIS								

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

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)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

Principle 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**Essential Indicators:**

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Matters covering the Company's business and operations, Industry, and regulatory updates.	100%
Key Managerial Personnel ((KMP)*	4	Matters covering the Company's business and operations, Industry, and regulatory updates.	100%
Employees other than BoD and KMPs	46	We regularly organize diverse engagement programs, including 'Giving Back to the Community' First Aid training, and Environmental Awareness campaigns. Factory employees also receive training on pollution control, emergency plans, and other topics to enhance engagement and well-being	100%
Workers	45		100%

*KMP other than Board of Directors

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	Not Applicable	NIL	Not Applicable	Not Applicable
Settlement	NIL	Not Applicable	NIL	Not Applicable	Not Applicable
Compounding fee	NIL	Not Applicable	NIL	Not Applicable	Not Applicable

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	Not Applicable	Not Applicable	Not Applicable
Penalty/ Fine	NIL	Not Applicable	Not Applicable	Not Applicable

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 that is available on the Company’s internal network.

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 - 2024 (Current Financial Year)	FY 2022 – 2023 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2023 – 2024 (Current Financial Year)		FY 2022 – 2023 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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. –

NIL

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

	FY 2023 - 2024 (Current Financial Year)	FY 2022 - 2023 (Previous Financial Year)
Number of days of accounts payables	52	36

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 - 2024 (Current Financial Year)	FY 2022 - 2023 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	25.94%	27.98%
	b. Number of trading houses where purchases are made from	32	32
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	24.58%	27.40%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	20.53%	18.84%
	b. Number of dealers / distributors to whom sales are made	159	194
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	12.77%	11.36%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.49%	1.23%
	b. Sales (Sales to related parties / Total Sales)	0.13%	3.17%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.00%	0.00%
	d. Investments (Investments in related parties / Total Investments made)	1.30%	100%

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

Essential Indicators:

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

	FY 2023 - 2024 (Current Financial Year)	FY 2022 - 2023 (Previous Financial Year)	Details of improvements in environmental and social impacts
R & D	NIL	NIL	Not Applicable
Capex	1.95%	5.30%	Renewable energy (solar panels), reduction of electricity consumption, etc. (includes Capital Work-in-process)

2. A. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
No formal procedures are in place. However, the company considers sustainability as an important aspect during its sourcing process
- B. If yes, what percentage of inputs was sourced sustainably?
Not applicable
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:
- Plastics (including packaging)
 - E-waste
 - Hazardous waste and
 - Other waste

Company ensures compliance under Hazardous Waste Management Rules, and all waste generated is disposed of to State Pollution Control Board (SPCB) authorised waste disposal service providers through online manifest system. Annual returns are filed as per the provisions of SPCB.

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 is applicable to the Company’s business activities. Yes, the waste collection plan is in line with the plan submitted to the PCB.

Leadership Indicators: N.A.

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators:

1. a) Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	49	20	40.81%	26	51.02%	NA	NA	NA	NA	NA	NA
Female	11	NIL	NIL	NIL	NIL	01	9.09%	NIL	NIL	NIL	NIL
Total	60	20	40.81%	26	51.02%	01	9.09%	NIL	NIL	NIL	NIL
Other than Permanent employees											
Male	NIL	NIL	NIL	NIL	NIL	NA	NA	NA	NA	NA	NA
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

- 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	47	44	93.62%	44	93.62%	NA	NA	NA	NA	NA	NA
Female	01	01	100%	1	100%	NIL	NIL	NIL	NIL	NIL	NIL
Total	48	45	93.75%	45	93.75%	NIL	NIL	NIL	NIL	NIL	NIL
Other than Permanent workers											
Male	06	NIL	NIL	06	100%	NA	NA	NA	NA	NA	NA
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	06	NIL	NIL	06	100%	NIL	NIL	NIL	NIL	NIL	NIL

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

Benefits	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	NA	100%	100%	NA
ESI	NA	NA	NA	NA	NA	NA
Others – please specify	NA	NA	NA	NA	NA	NA

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 offices and factories are accessible to differently abled employees.

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's policy on hiring does not discriminate against persons with disabilities.

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 worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has established an internal system for employees and workers to express grievances through various channels, including the Whistle Blower Policy and the POSH mechanism. An open door policy is also in place, allowing employees and workers to approach any staff member, including those in top management, to promote transparency, open communication, and feedback. This approach encourages dialogue and facilitates proactive and swift resolutions. The Company provides employees and workers with access to multiple forums to raise concerns or issues in the workplace. Additionally, the HR department is available for employees and workers to directly present their grievances, either verbally or in writing. These grievances are promptly assessed and resolved in a timely manner.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	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	60	NIL	NIL	68	NIL	NIL
- Male	49	NIL	NIL	53	NIL	NIL
- Female	11	NIL	NIL	15	NIL	NIL
Total Permanent Workers	54	NIL	NIL	38	NIL	NIL
- Male	53	NIL	NIL	37	NIL	NIL
- Female	1	NIL	NIL	1	NIL	NIL

8. Details of training given to employees and workers:

Category	FY 2023-2024 Current Financial Year					FY 2022 - 2023 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	49	40	81.63%	43	87.75%	53	22	42%	22	42%
Female	11	11	100%	11	100%	15	NIL	0%	NIL	0%
Total	60	51	85%	54	90%	68	22	32%	22	32%
Workers										
Male	53	50	94.33%	50	94.33%	37	33	89%	33	89%
Female	01	01	100%	01	100%	1	1	100%	1	100%
Total	54	51	94.44%	51	94.44%	38	34	89%	34	89%

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

Category	FY 2023-2024 Current Financial Year			FY 2022 - 2023 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	49	49	100%	53	53	100%
Female	11	11	100%	15	15	100%
Total	60	60	100%	68	68	100%
Workers						
Male	53	53	100%	37	37	100%
Female	01	01	100%	01	01	100%
Total	54	54	100%	38	38	100%

10. Health and safety management system:

- a) Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?

Yes. The company's manufacturing unit is ISO 45001: 2018 certified.

- 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 maintains a Hazard Identification and Risk Assessment register.

- 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. Health and safety management system:

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

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

The Company has implemented Integrated Management System covering ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 to ensure compliance of EHS standards. A well-defined and documented Hazard Identification and Risk assessment is practiced for routine and non-routine activities. The Accident Incident Management System is in place and as per the system employees are expected to report all accidents, incident, near miss and even unsafe conditions/unsafe acts of workplace. All such cases are adequately investigated, and preventive/corrective actions implemented. Training of all categories of employees is an essential element of our safety system. Best practices like Risk assessment, Workplace exposure measurement, regular medical checkups, accident / incident reporting etc., along with process safety practices like HAZOP study, Pre-Safety Start up Reviews (PSSR) always keeps our employees safe and healthy at workplace. Adequate emergency preparedness is in place to mitigate any unforeseen eventualities.

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

	FY 2023 - 2024 (Current Financial Year)			FY 2022 - 2023 (Previous Financial Year)		
	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	None	NIL	NIL	None
Health & Safety	NIL	NIL	None	NIL	NIL	None

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.

There have been no significant risks / concerns arising from assessments of health and safety practices and working conditions

Leadership Indicators: NA

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.

Stakeholder engagement is a process that starts with identifying internal and external stakeholders. We then analyze how each stakeholder group affects our business and vice versa. After this assessment, the company prioritizes key stakeholders to grasp their expectations and concerns. By maintaining regular interactions through different channels, the company has successfully strengthened relationships and improved its overall strategy.

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 (E-mail, 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
Customers	No	<ul style="list-style-type: none"> • Telephone • E-mail • Personal visits • Advertisements • Exhibitions / workshops / seminars and conferences 	Ongoing	<ul style="list-style-type: none"> • Building long-lasting customer relationships • To understand customer requirements • New product development • Efficient service • Grievance handling and transparency
Employees and workers	No	<ul style="list-style-type: none"> • Trainings • Meetings • E-mail interaction • Employee engagement activities • Open forums • Live chat 	Ongoing	<ul style="list-style-type: none"> • Skill development • Workplace satisfaction • Healthy and safe operations • Employee engagement and involvement • Career progression • Emotional and mental wellbeing
Shareholders and Investor	No	<ul style="list-style-type: none"> • Press releases 	Ongoing	<ul style="list-style-type: none"> • Financial performance • Business growth • Business strategy • Future outlook • Transparency • Good governance practices
Suppliers	No	<ul style="list-style-type: none"> • Personal interaction • Telephonic conversation • E-mail communication • Conferences, exhibitions, and seminars 	Ongoing	<ul style="list-style-type: none"> • Build long-lasting association • Monitoring Supplier Performance • Ensure supplier competency and compliance
Government and Regulatory Authorities	No	<ul style="list-style-type: none"> • Statutory Reporting and compliances 	Need Based	<ul style="list-style-type: none"> • Compliance with legal and statutory requirements • Understanding potential legal and regulatory changes relevant to the business

Leadership Indicators: NA

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 2023-2024 Current Financial Year			FY 2022 - 2023 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	60	15	25%	68	21	30.88%
Other than permanent	NIL	NIL	NIL	NIL	NIL	NIL
Total Employees	60	15	25%	68	21	30.88%
Workers						
Permanent	48	16	33.33%	38	10	26.31%
Other than permanent	6	NIL	NIL	NIL	NIL	NIL
Total Workers	54	16	33.33%	38	10	26.31%

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

Category	FY 2023-2024 Current Financial Year					FY 2022 - 2023 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	60	NIL	NIL	60	100%	68	NIL	NIL	68	100%
Male	49	NIL	NIL	49	100%	53	NIL	NIL	53	100%
Female	11	NIL	NIL	11	100%	15	NIL	NIL	15	100%
Other than Permanent	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	100%
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	100%
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	100%
Total	60	NIL	NIL	60	100%	68	NIL	NIL	68	100%
Workers										
Permanent	48	NIL	NIL	48	100%	38	NIL	NIL	38	100%
Male	47	NIL	NIL	47	100%	37	NIL	NIL	37	100%
Female	01	NIL	NIL	01	100%	01	NIL	NIL	01	100%
Other than Permanent	06	NIL	NIL	06	100%	NIL	NIL	NIL	06	100%
Male	06	NIL	NIL	06	100%	NIL	NIL	NIL	06	100%
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	54	NIL	NIL	54	100%	NIL	NIL	NIL	44	100%

3. Details of remuneration/salary/wages:
a. Median Remuneration/wages 207783

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	28,64,136	1	20,80,000
Key Managerial Personnel *	2	2,985,540	NIL	NIL
Employees other than BoD and KMP	46	468,441	10	3,28,439
Worker	47	2,07,783	1	1,50,943

* Key Managerial Personnel other than Board of Directors, details of Ms. Harshita Shetty is not mentioned here as she has resigned w.e.f. February 29, 2024.

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

	FY 2023 - 2024 (Current Financial Year)	FY 2022 - 2023 (Previous Financial Year)
Gross wages paid to females as % of total wages	10.70%	7.35%

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

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

The Company is committed to providing a safe and conducive work environment to all of its employees and workers. Transparency and openness are organisational values practiced across all levels. Employees are encouraged to share their concerns with their reporting manager or the members of the Senior Management. Employees can reach out independently to the Human Resource department if they so choose to.

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

	FY 2023 - 2024 Current Financial Year			FY 2022 - 2023 Previous Financial Year		
	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	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/ Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	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 - 2024 (Current Financial Year)	FY 2022 - 2023 (Previous Financial Year)
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 Company has put proper policies in place to address complaints related discrimination and harassment of any kind. The Code of Conduct of the Company guides its employees. There is an Internal Committee constituted by the Company to address complaints relating to sexual harassment (POSH). Additionally, the company also has a Labour Practices and Human Rights Policy.

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

Yes

10. Assessments for the year:

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

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

Not Applicable

Leadership Indicators: 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:

Parameter	Units are in Million Kilo Joules	
	FY 2023 - 2024 (Current Financial Year)	FY 2022 - 2023 (Previous Financial Year)
Total electricity consumption (A)	6,780	5,810
Total fuel consumption (B)	222	757
Energy consumption through other sources (C)	NIL	NIL
Total energy consumption (A+B+C)	7,002	6,567
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00000250	0.00000237
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, Energy Meters are installed by DGVCL (Government Electricity Supply Company) for Jhagadia Site and readings are taken and verified by DGVCL officers and billed accordingly.

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.

- No

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

Parameter	FY 2023 - 2024 (Current Financial Year)	FY 2022 – 2023 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water* (GIDC)	35,750	25,498
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	35,750	25,498
Total volume of water consumption (in kilolitres)	35,750	25,498
Water intensity per rupee of turnover (Water consumed / turnover)	0.00001276	0.00000919
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes – Water meters are installed by GIDC (Gujarat Industrial Development Corporation). Readings are taken and verified by GIDC officers and billed accordingly.

*Water is supplied by GIDC.

4. Provide the following details related to water discharged:

Parameter	FY 2023 - 2024 (Current Financial Year)	FY 2022 – 2023 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(ii) To Groundwater		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iii) To Seawater		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third-parties		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(v) Others		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL

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

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

Our Jhagadia manufacturing site is a Zero Liquid Discharge site. Effluent collected is treated in Effluent treatment plant (Primary treatment and Secondary Treatment). Treated Effluent is passed through Industrial RO system. Permeates collected is recycled back in plant. Rejects from RO are feed to Multiple Effect Evaporator (MEE), wherein condensate received is recycled back to plant and sludge is dried and disposed as inorganic waste to Government authorised land fill site.

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

Parameter	Please specify unit	FY 2023 - 2024 (Current Financial Year)	FY 2022 - 2023 (Previous Financial Year)
NOx	KG	53.5	27.9
SOx	KG	79.4	41.4
Particulate matter (PM)	KG	92.6	48.3
Persistent organic pollutants (POP)	KG	NIL	NIL
Volatile organic compounds (VOC)	KG	NIL	NIL
Hazardous air pollutants (HAP)	KG	NIL	NIL
Others – please specify	NH3, Kg	37.4	54.6

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.

Yes, the Company's manufacturing sites are certified for ISO 14001:2018. Further, the Company is certified as a Responsible Care® Company by the Indian Chemical Council.

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

Parameter	Unit	FY 2023 - 2024 (Current Financial Year)	FY 2022 - 2023 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NIL	NIL
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NIL	NIL
Total Scope 1 and Scope 2 emissions per rupee of turnover		NIL	NIL
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NIL	NIL

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.

Yes, Envi Cure Environmental Consultant & Engineering (NABL Accredited External Environment Monitoring and Testing Laboratory)

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

The company has installed a 511 KW Roof mounted Solar power plant at its Jhagadia location and is awaiting permission to use the same.

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

Parameter	FY 2023 - 2024 (Current Financial Year)	FY 2022 – 2023 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NIL	NIL
E-waste (B)	NIL	NIL
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)	35.62	17.87
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NIL	NIL
Total (A+B + C + D + E + F + G + H)	35.62	17.87
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	-	-
(ii) Re-used	0.5 (MS & SS waste each)	-
(iii) Other recovery operations	-	-
Total	0.5 (MS & SS waste each)	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	20.23
(ii) Landfilling	-	-
(iii) Other disposal operations	29.41 (Pre / co processing at RSPL)	-
Total	29.41	20.23

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.

Yes – Hazardous waste disposal via Online Manifest system established by Gujarat Pollution Control Board (GPCB)

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

The Company adopts the strategy of Reduce, Reuse and Recycle for its waste management.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format.

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.
			NA

11. 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
-	-	-	-	-	-

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

Yes – Entity has valid Consolidated Consent and Authorization and valid Environment Clearance

Leadership Indicators: NA

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 had affiliations with 7 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	All India Rubber Industries Association (AIRIA)	National
2	Indian Chemical Council	National
3	Federation of Indian Export Organisations (FIEO)	National
4	Indian Dental Association (IDA)	National
5	Indian Speciality Chemical Manufacturers' Association (ISCMA)	National
6	Jhagadia Industries Association (JIA)	Local
7	Shri Laxmi Industrial Manufacturers Association	Local

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

Name of authority	Brief of the case	Corrective action taken
No adverse orders have been received from regulatory authorities in respect to anti-competitive conduct by the Company.		

Leadership Indicators: NA

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA						

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

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

	FY 2023 - 2024 (Current Financial Year)	FY 2022 - 2023 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	0.05%	0.34%
Sourced directly from within the district and neighboring districts	13.74%	0.77%

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 - 2024 (Current Financial Year)	FY 2022 - 2023 (Previous Financial Year)
Rural	37.07%	32.08%
Semi-urban	NIL	NIL
Urban	2.50%	1.19%
Metropolitan	60.42%	66.71%

Leadership Indicators: NA

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.

We are ISO 9001:2015 certified Company and we have a process to seek feedback and suggestions from customers as per guidelines laid down by the standard.

Further, the Company also has a system in place to register complaints and provide feedback to customers about the root cause analysis, corrective actions, and measures undertaken by the business to prevent its recurrence.

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

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

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

	FY 2023 - 2024 (Current Financial Year)		Remarks	FY 2022 - 2023 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	N.A.	NIL	NIL	N.A.
Advertising	NIL	NIL	N.A.	NIL	NIL	N.A.
Cyber-security	NIL	NIL	N.A.	NIL	NIL	N.A.
Delivery of essential services	NIL	NIL	N.A.	NIL	NIL	N.A.
Restrictive Trade Practices	NIL	NIL	N.A.	NIL	NIL	N.A.
Unfair Trade Practices	NIL	NIL	N.A.	NIL	NIL	N.A.
Other	NIL	NIL	N.A.	NIL	NIL	N.A.

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

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

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

Yes, the Company has a Data Privacy Policy

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, as there were no issues or concerns related to advertising, delivery of essential services, cyber security, penalties or actions initiated by regulatory authorities for safety of Company's products.

1. Information relating to data breaches:

- a. No. of instances of data breaches: NIL
- b. Percentage of data breaches involving personally identifiable information of customers: Not Applicable
- c. Impact, if any, of the data breaches: Not Applicable

Leadership Indicators: NA