

By online submission

Sec/24-25/65
Date: 31/08/2024

To,
The General Manager,
Department of Corporate Services
BSE Ltd.
1st Floor, New Trading Ring,
Rotunda Building, P. J Tower,
Dalal Street, Fort
Mumbai-400 001
BSE Code: 524370

To,
The General Manager,
National Stock Exchange of India Ltd.
Exchange Plaza,
Plot No. C/1, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai-400 051.
NSE Code: BODALCHEM

Dear Sir /Ma'am,

Subject: Submission of Business Responsibility and Sustainability Report for the FY 2023-24 pursuant to Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

In compliance with Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and amendment made thereunder from time to time, please find enclosed a copy of Business Responsibility and Sustainability Report for the financial year 2023-24 forming a part of the Annual Report for financial year 2023-24.

The said report is also made available on the website of the company i.e. https://www.bodal.com/files/report1725094026_66d2d88a99545.pdf

You are requested to take the same on your record.

Thanking you,

Yours faithfully,

For, BODAL CHEMICALS LTD

Ashutosh B Bhatt
Company Secretary & Compliance Officer

Encl: As Above.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	:	L24110GJ1986PLC009003
2	Name of the Listed Entity	:	BODAL CHEMICALS LIMITED
3	Year of incorporation	:	1986
4	Registered office address (up to 31-05-2024)	:	Plot No 123-124, Phase-I, GIDC, Vatva, Ahmedabad-382445, Gujarat, INDIA
5	Registered and Corporate address (w.e.f 01-06-2024)	:	Bodal Corporate House, Besides Maple Green Residency, Nr. Shilaj Ring Road Circle, Thaltej, Ahmedabad-380059 Gujarat, INDIA
6	E-mail	:	secretarial@bodal.com
7	Telephone	:	+919909950856, 07968160100
8	Website	:	https://www.bodal.com/
9	Financial year for which reporting is being done	:	2023-2024
10	Name of the Stock Exchange(s) where shares are listed	:	1. BSE Limited 2. National Stock Exchange of India Limited
11	Paid-up Capital	:	₹ 25,15,79,130.00
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	:	Mr. Bhavin S Patel Executive Director Phone : 07968160100 secretarial@bodal.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	:	Standalone basis

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Chemicals Manufacturing	Manufacturing and Sales of Chemicals	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Caustic Soda	20119	16%
2	Vinyl Sulphone	20119	15%
3	H Acid	20119	10%
4	Others	20119	59%

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	12	2	14
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN INDIA
International (No. of Countries)	33 Countries

- b. What is the contribution of exports as a percentage of the total turnover of the entity? - ~28%
- c. A brief on types of customers –

Bodal Chemicals serves a wide variety of industrial customers across sectors including textiles, leather, paper, dye intermediates, dyestuffs, agrochemicals, alumina, detergents, food, pharmaceuticals, and more. The Company's diversified customer base spans key industries in India and abroad.

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)	1978	1948	98.48%	30	1.52%
2.	Other than Permanent (E)	NIL	NIL	N.A.	NIL	N.A.
3.	Total employees (D + E)	1978	1948	98.48%	30	1.52%
WORKERS						
4.	Permanent (F)	155	155	100.00%		
5.	Other than Permanent (G)	1680	1680	100.00%	NIL	N.A.
6.	Total workers (F + G)	1835	1835	100.00%		

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

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50
Key Management Personnel	2	0	0

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	13.32	0.52	13.84	7.92	25.00	8.24	10.66	10.26	10.65
Permanent Workers	0.42	NIL	0.42	7.59	NIL	7.59	10.83	NIL	10.83

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	Bodal Chemicals Trading Private Limited	Wholly Owned Subsidiary	100.00	No
2	Bodal Chemicals Trading (Shijiazhuang) Co., Ltd.	Wholly Owned Subsidiary	100.00	No
3	Şener Boya Kimya Tekstil Sanayi Ve Ticaret Anonim Şirketi	Wholly Owned Subsidiary	100.00	No
4	Bodal Bangla Ltd	Wholly Owned Subsidiary	100.00	No
5	Bodal Indonesia PT	Wholly Owned Subsidiary	100.00	No
6	Senpa Dis Ticaret Anonim Sirketi	Step down subsidiary	-	No
7	Plutoeco Enviro Association	Associate Company	25.00	No

VI. CSR Details

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

(i) Turnover (in ₹): ₹ 13,864.36 Million

(ii) Net worth (in ₹): ₹ 10,765.42 Million

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 Current Financial Year 2023-2024			FY Previous Financial Year 2022-2023		
		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	No. However, a mechanism is in place to interact with community leaders to understand and address their concerns, if any.	NIL	N.A.	N.A.	NIL	N.A.	N.A.
Shareholders	Yes. The same can be reviewed on the following weblinks - https://scores.gov.in/scores/Welcome.html https://smartodr.in/login	01	NIL	N.A.	NIL	N.A.	N.A.
Employees and workers	Yes. The same can be reviewed on the following weblink- https://www.bodal.com/files/titlepdf1689150717_64ae64fd03df3.pdf	NIL	N.A.	N.A.	NIL	N.A.	N.A.
Customers	No	NIL	N.A.	N.A.	NIL	N.A.	N.A.
Value Chain Partners	No	NIL	N.A.	N.A.	NIL	N.A.	N.A.
Other (please specify)			N.A.				

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	Environmental impacts	Risk	Hazardous waste is produced by the use of harmful raw materials in many dyes and dye intermediates. It is essential to practise responsible disposal, treatment, and environmental footprint minimisation using greener chemistry.	<ul style="list-style-type: none"> • Cultivate sustainable production practices • Optimise resource utilisation • Adopt cleaner technologies • Manage waste and emissions effectively • Encourage eco-friendly innovations • Enhance environmental monitoring and reporting • Invest in renewable energy sources 	Negative
2	Product safety	Opportunity	To gain entry into the market, dyes and dye intermediates must comply with safety regulations on human health and environmental effects. Toxicological testing and data are important.	<ul style="list-style-type: none"> • Enhance product testing and quality control • Implement rigorous safety standards • Provide clear product usage guidelines • Offer comprehensive labelling and information • Conduct regular safety audits • Engage in continuous improvement through customer feedback 	Positive
3	Supply chain traceability	Risk	In the context of intricate global supply chains, it is becoming increasingly important to trace raw material sources and ensure ethical and responsible sourcing. The ability to monitor and regulate raw materials and processes may be compromised by a lack of traceability, which could result in unsafe or defective products.	<ul style="list-style-type: none"> • Implement traceability systems • Require suppliers to disclose sources • Regularly audit suppliers • Collaborate with ethical suppliers 	Negative
4	Resource use	Risk	Water, energy, and raw materials are needed in large quantities for dyes and dye intermediates. A sustainable strategy must incorporate efficiency, recycling, and circular approaches to minimise resource consumption.	<ul style="list-style-type: none"> • Adopt resource-efficient processes • Invest in energy-efficient technologies • Conduct life cycle assessments • Engage employees in resource conservation • Explore circular economy initiatives 	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)
5	Product quality and consistency	Opportunity	For dyes and pigments, it is crucial to meet consumer requirements regarding colour, fastness, strength, and consistency. It is essential to control quality. A company's reputation could be harmed and significant financial losses could arise from product recalls, legal actions, and liability claims brought about by inferior products.	<ul style="list-style-type: none"> Implement rigorous quality control measures Invest in advanced testing equipment Train employees in quality assurance Develop standardized processes Conduct regular product testing Establish customer feedback mechanisms 	Positive
6	Regulatory compliance	Opportunity	Continuous monitoring and compliance management are necessary due to the ever-changing environmental standards, REACH, VOC norms, and chemical management recommendations. Adopting compliance can spur innovation and improve process effectiveness, which can result in lower costs, more output, and a competitive edge in the market.	<ul style="list-style-type: none"> Stay informed about relevant regulations Conduct regular audits Engage legal experts for guidance Maintain accurate records and documentation Implement corrective actions promptly Foster a culture of compliance awareness 	Positive
7	Talent and R&D	Opportunity	The key to being competitive is luring and keeping specialised chemists who can create novel dyes, dye intermediates, and production methods.	<ul style="list-style-type: none"> Invest in employee training and development Foster a culture of innovation Allocate resources for research and development Encourage collaboration of teams 	Positive
8	Stakeholder concerns	Opportunity	Stakeholder engagement and transparency are necessary to manage concerns about possible health and ecological implications from NGOs, communities, and consumers.	<ul style="list-style-type: none"> Establish regular communication and feedback channels Implement sustainable practices based on input Collaborate with NGOs and local communities 	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.

Sr. No	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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://www.bodal.com/files/titlepdf1686219333_6481aa45ed91f.pdf								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

Sr. No	Disclosure Questions	P	P	P	P	P	P	P	P	
		1	2	3	4	5	6	7	8	9
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.	1.	2.	3.	4.	5.				
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has established time-bound ESG goals spanning climate action, resource conservation, workplace safety, diversity & inclusion, governance and more. It is committed to reducing emissions as per science-based targets and improving energy, water and waste efficiency. The Company aims to further embed sustainability through goals on renewable energy, recycled material usage, community investment and ethical conduct. Its vision demonstrates the priority placed on environmental, social and governance performance.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has made steady progress on specific ESG commitments and targets spanning climate action, resource conservation, ethical conduct and more. The Company has made progress around improving energy efficiency across operations, reducing scope 1 emissions through process improvements, and increasing waste management. Bodal Chemicals is committed to accelerating efforts and investments to meet further goals in the next financial year through dedicated focus and collaboration.								

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): Bodal Chemicals integrates environmental, social, and governance principles across operations to improve stakeholder quality of life. It adheres to product stewardship, enhancing health, safety, and minimizing environmental impacts across product lifecycles. Key ESG focus areas of the Company are climate action via Science Based Targets, resource conservation of energy and water, and responsible waste management. Robust Safety, Health and Environment policies safeguard employees and communities. The Company provides ethical, fair, and safe working conditions, demonstrating its commitment to human rights. Despite ESG challenges, Bodal Chemicals has achieved emissions reductions, water savings, and other targets through its sustainability efforts. But the ESG journey has miles to go with upcoming initiatives being planned. By embedding ESG into business strategy and operations, Bodal Chemicals aims to create long-term value for stakeholders in a responsible manner.									
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Suresh J. Patel, chairman and Managing Director (DIN : 00007400) under the guidance of the Board of Directors and its Committees, is responsible for implementation and oversight of the Business Responsibility policies								
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 Mr. Bhavin S. Patel Executive Director Contact Number : 07968160100 Email : secretarial@bodal.com								

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	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	As a practice, Business Responsibility policies of the Company are reviewed periodically or on a need basis by Senior Leadership Team including Managing Director. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.									Periodically								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Bodal Chemicals complies with all applicable regulations. A Statutory Compliance Certificate affirming adherence to relevant laws is furnished to the Board of Directors by the Managing Director, Chief Financial Officer and Company Secretary. This regular compliance reporting demonstrates the Company's commitment to responsible business conduct.									Regularly								

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	P	P	P	P	P	P	P									
		1	2	3	4	5	6	7	8	9	The Company undertakes periodic reviews of its sustainability policies by Senior Management and the Board. These reviews help drive continuous improvement across policies, projects and performance related to business responsibility and sustainability. By regularly revisiting policies, the Company ensures they evolve in line with emerging priorities.							

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

Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	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)									N.A.
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.

Sr. No Essential Indicators

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

Segment	Total no of training and awareness programmes held	Topics / principals covered under the training and impact	% age of persons in respective category covered by the awareness programme
Board of Directors		During the year, the Board of Directors of the Company (including its Committees) has invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social and governance parameters.	100.00
Key Managerial Personnel	1	Code of Conduct	100.00
Employees other than BOD & KMPs	147	Health and safety measures	100.00
	56	Skill upgradation	77.50
Workers	33	Health and safety measures	100.00

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):

	NGRBC Principal	Name of the regulatory/ enforcement / judicial institutions	Monetary		Brief of the Case	Has an appeal been preferred? (Yes/No)
			Amount (In INR)			
Penalty / Fine		SEBI	₹ 7,00,000/-		As per Section 15-I of the SEBI Act, 1992 and Rule 5 of the SEBI (Procedure for Holding Inquiry and Imposing Penalties) Rules, 1995, Bodal Chemicals was considered a Connected Party to M/s Bhageria Industries Limited. Through a SEBI order dated 31 st March 2023, a penalty of ₹ 7 lakhs was levied on Bodal and paid by the Company on 10 th May 2023. However, no direct case or matter has been initiated against Bodal Chemicals by SEBI. The Company has not been subject to any direct regulatory penalties or actions.	No
Settlement					NIL	
Compounding Fee						

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

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

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

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. –

The Company's Business Responsibility Policy ingrains core values of trust, respect, responsibility, fairness and care, with zero tolerance for corruption and bribery. Bodal Chemicals is committed to professional, fair and ethical conduct in all business dealings and relationships globally.

The Company engages with supply chain partners adhering to laws and regulations governing labour practices, human rights, anti-bribery, occupational health & safety, and environment. By selecting suppliers upholding robust compliance standards, we aim to extend our culture of integrity across our value chain.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors		
KMPs		
Employees		NIL
Workers		

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	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. – Not Applicable

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

Sr. No 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.

	2023-2024	2022-2023	Details of improvements in environmental and social impacts
R&D	0.30%	0.26%	The Company integrates sustainable design into upgrades and process improvements to strategically minimize effluent and waste generation from the outset.
Capex	0.03%	0.02%	

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?

In recent years, Bodal has transitioned from importing most materials from China to sourcing about 90% locally in Gujarat, building a robust local supply chain. This has cut Bodal's carbon footprint by reducing transportation needs, economically empowered the community, and enabled closer oversight to ensure suppliers follow ethical, eco-conscious practices.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

- a. Plastics (including packaging) – The Company has registered under the Extended Producer Responsibility program for managing plastic waste generated from operations and packaging. The Company aims to maximize reuse and recycling of plastic waste, reducing the quantities requiring disposal. For instance, plastic bags and containers received from raw material suppliers are returned for reuse, avoiding new bags and saving resources. Used bags are also leveraged for solid waste packing to extend their lifecycle. Such initiatives showcase the Company's commitment to responsible plastic waste.
- b. Hazardous waste- The Company continuously works to minimize hazardous waste generation over time. Rather than landfill disposal, solid hazardous waste is increasingly sent to authorized actual users, promoting a circular economy. For example, chemical gypsum is sent to cement units for co-processing and spent acids are reused or sent to legitimate downstream users. Such initiatives showcase the Company's commitment to responsible hazardous waste management.

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.

Bodal Chemicals has registered under the Extended Producer Responsibility (EPR) program for plastic waste, demonstrating our commitment to responsible management of post-consumer plastic packaging.

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

Sr. No Essential Indicators

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

Category	Total (A)	% of employees covered by									
		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	1948	787	40.40	787	40.40	NIL	N.A.				
Female	30	12	40.00	12	40.00	30	100.00	NIL	N.A.	NIL	N.A.
Total	1978	799	40.39	799	40.39	30	1.52				
Other than Permanent employees											
Male											
Female											
Total											

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

Category	Total (A)	% of employees covered by									
		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	155	155	100.00	155	100.00						
Female	NIL	NIL	N.A.	NIL	N.A.	NIL	N.A.	NIL	N.A.	NIL	N.A.
Total	155	155	100.00	155	100.00						
Other than Permanent employees											
Male	1680	1680	100.00	1680	100.00						
Female	NIL	NIL	N.A.	NIL	N.A.	NIL	N.A.	NIL	N.A.	NIL	N.A.
Total	1680	1680	100.00	1680	100.00						

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with 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	85.65	91.60	Y	86.75	80.01	Y
Gratuity	100.00	100.00	Y	100.00	100.00	Y
ESI	41.25	92.67	Y	53.90	94.95	Y
Others – please specify	N.A.					

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

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.

Bodal Chemicals ensures workplace accessibility for differently abled employees through ramps, elevators, wheelchair facilities and accessible washroom stalls in most premises. The Company's inclusive infrastructure upholds equal opportunity and dignity.

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

The Company provides equal employment opportunities to all employees and applicants regardless of race, caste, religion, color, marital status, gender, sexual orientation, age, nationality, ancestry, disability or any other protected status. We are committed to fair treatment and do not tolerate any unlawful discrimination in our hiring or workplace policies and practices.

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	NIL	NIL	NIL	NIL
Female				
Total				

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Any concerns received through email, letter, or other means are logged and reviewed by the Ombudsperson for validity. Complaints warranting further inquiry are assigned to an internal or external investigator. The investigator gathers information, analyzes data, and documents observations and recommendations in an investigation report. The Ombudsperson reviews this report and may refer serious matters, along with proposed actions, to the Audit Committee. For extremely serious cases, the Audit Committee can further escalate to the Board with recommendations. The Board then decides appropriate measures. By having robust protocols and escalation procedures, concerns can be addressed at the appropriate levels through unbiased investigation.
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 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees / workers in respective category	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category	No. of employees/workers in respective category, who are part of association(s) or Union(D)	% (D / C)
Total Permanent Employees	1978	NIL	N.A.	1918	NIL	N.A.
Male	1948			1882		
Female	30			36		
Total Permanent Workers	155	68	43.87	158	68	43.00
Male	155	68	43.87	158	68	43.00
Female			N.A.			

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1948	1948	100.00	1514	77.72	1882	1882	100.00	1381	73.38
Female	30	30	100.00	19	63.33	36	36	100.00	24	66.66
Total	1978	1978	100.00	1533	77.50	1918	1918	100.00	1405	73.25
workers										
Male	1835	1835	100.00	NIL	N.A.	1604	1604	100.00	NIL	N.A.
Female			N.A.					N.A.		
Total	1835	1835	100.00	NIL	N.A.	1604	1604	100.00	NIL	N.A.

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

Category	FY 2023-2024			FY 2022-2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Permanent Employees						
Male	1948	1570	80.59	1882	85	4.52
Female	30	19	63.33	36	4	11.11
Total	1978	1589	80.33	1918	89	4.64
Permanent workers						
Male	155	146	94.19	158	148	93.67
Female	0	-	-	0	-	-
Total	155	146	94.19	158	148	93.67

10. Health and safety management system:

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

The Safety & Health Management system covers activities across all manufacturing locations, offices, research laboratories and supply chain partners 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?

The Company has a process for Risk Management, which is essential for preventing incidents, injuries, occupational disease, emergency control & prevention and business continuity. Considering the hazards associated with operations and hazardous

chemicals used, sites have deployed structured Hazard Assessment, Risk Assessment and Management Process – both qualitative and quantitative, which is regularly reviewed, and mitigation plans are put in place for high-risk areas. The process also considers roles and responsibilities, monitoring control measures, competency training and awareness of individuals associated with such activities. Formal risk assessment training has been provided as appropriate.

For all activities including routine or non-routine (permit / project activities) hazards are identified by a trained cross-functional team and risk assessment is done through Hazard Identification and Risk Assessment (HIRA)/ Job Safety Analysis (JSA)/ Standard Operating Procedure (SOP) which is referred before starting any activity. The Company has procedures for process safety and functional safety including Layers of Protection Analysis (LOPA) and Safety Integrity Level (SIL). Identified hazards and associated risks are addressed through operational control measures using hierarchy of control approach. Techniques like Process Hazard Analysis (PHA), what-if-analysis, Failure Mode Effect Analysis (FMEA) are carried out on a case-to-case basis. On a day-to-day basis unsafe conditions and hazards are also identified by employees and reported. It is also extended to contractors working on sites to ensure their concerns are captured and actions initiated for closure in a time bound manner.

Storing and handling of toxic chemicals like ammonia, chlorine, flammable materials like fuel, etc. are identified as the major process hazards at the site for which the Company has carried out Quantitative Risk Assessment; HAZOP study and engineering review by external / internal experts as appropriate.

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

Yes, we encourage our employees to report near-miss incidents is analyzed and learnings are widely shared with all concerned. All sites have specific procedure for reporting of work-related hazard, injuries, unsafe condition and unsafe act.

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

Yes, all eligible employees are covered under the ESI scheme and Company has taken suitable insurance for employees who are not covered under ESI.

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.2029	0
	Workers	0.3891	0.2594
Total recordable work-related injuries	Employees	2	0
	Workers	3	2
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	1
	Workers	0	0

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

The Company is committed to continuously employ world-class Safety, Health, and Environment ('SHE') practices through benchmarking with the companies that are best in the business. The Company has a Board level Safety, Health, Environment and Sustainability ('SHES') representation, chaired by a Director. Sustainability, Safety, Health and Environmental policies and activities are reviewed to ensure that the Group is in compliance with appropriate laws and legislation.

The Company has integrated Safety, Health & Environment policy. Each of the sites/subsidiaries have adopted the Corporate SHE (Safety, Health & Environment) Policy or have its own policy aligned to Corporate Policy and local regulatory requirement focusing on site-specific issues. The Corporate SHE Policy is aligned to the Group Safety Policy, Corporate Sustainability and the safety of key stakeholders and accountability through the reporting performance.

To ensure steady improvement in the SHE performance, the Company is adopting voluntary standards such as Process Safety and Risk Management (PSRM), ISO 45001, Responsible Care and the British Safety Council guidelines. The Company's commitment to its safety management programs follows a top-down approach with the senior management persistently working towards establishing, demonstrating, sustaining, and improving the safety culture and incorporating the Company's core value of safety in their daily responsibilities. The employees are specially trained to tackle any potential hazards that may arise in the course of their work. Additionally,

tailored periodic medical check-ups are administered to the Company's employees, based on the risk profile of their work area, to identify risks to human health. Adequate medical facilities are present at all manufacturing sites and specialized medical facilities are provided through tie-ups with other hospitals, nursing homes, etc.

In line with our continual improvement journey for our safety performance through Target Zero Harm, key lead and lag measures aligned to our functional process and strategic objectives are identified and targets are set considering past performance, stakeholder, legal and voluntary requirements, best practices learning & sharing and benchmarking with leading companies.

For data analysis, tools like trends analysis, Root Cause Analysis and comparative performance analysis are used to assess current performance and the improvements required. Positive Assurance Matrix is also introduced at all the sites to track SHE, Fire Safety and Electrical Safety Performance which is reviewed at Board level.

The Company is tracking 11 lead indicators under five Progressive Safety Index (PSI) elements to determine the safety progress. Annual targets are set for each element based on organizational requirements and past performance of the locations; the elements of PSI have been selected through prevalent legislative requirements of the respective locations as well as the world-class frameworks for Safety Management Systems like ISO 45001 etc.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions						
Health & Safety		NIL	N.A.		NIL	N.A.

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	100.00
Working Conditions	100.00

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.

Cross-functional team investigates all incidents. All critical factors involved in an incident are determined through root cause analysis & investigation and corrective / preventive actions are identified to prevent recurrence.

The detailed investigation and root causes are identified by cross-functional team further reviewed by Senior Management. Learning from incidents are further discussed in the morning safety meeting, toolbox talk, safety committee meet, contractor communication meet, etc. to bring awareness and prevent recurrence of incidents.

The closure of investigation action points are reviewed in safety reviews on a periodic basis. Additionally, the MD & CEO reviews the details of the incident and corrective / preventive action plans.

There is a process of collating all the safety incidents (critical near miss, LWC, RWC, MTC, FAC, process safety, fire incidents, etc.) This report forms the basis for the monthly report which is sent to senior leadership team and to all concerned periodically. The report is circulated to all sites of the Company.

The Company also shares best practices across sites for prevention of injuries / incidents and ensures safety improvements as well as takes several steps to prevent accidents at workplace such as:

Implementation of control measures to reduce the risk of workplace accidents

- Periodically review the Policies and Procedures
- Performing regular inspections
- Implementation of consequence management system
- Hold regular trainings

- Job roles and responsibilities including those on Safety are documented for all employees
- Providing suitable PPEs
- Behavioral-based safety observation round
- Design, Construction and Operational Control Safety Consideration in Project Lifecycle
- Asset Management
- Comprehensive process for Emergency Preparedness, Response and Crisis Management
- Engage and communicate with the stakeholders by utilizing both formal and informal mechanisms
- Risk based approach is followed for preventing incidents, injuries, occupational disease, emergency control and prevention and business continuity

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

Sr. No Essential Indicators

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

The Company has identified and regularly engages with key internal and external stakeholders like employees, shareholders, communities, customers, suppliers, vendors and banking partners. These groups directly influence operations and business objectives currently, so transparent communication allows addressing mutual concerns and aligning on sustainable growth strategies for the company.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meeting, shareholder meets, email, Stock Exchange (SE) intimations, investor / analysts meet / conference calls, annual report, quarterly results, media releases, Company / SE website	Need based and Quarterly calls	<ul style="list-style-type: none"> • Facilitating shareholders to raise concerns about company policies and strategy. • Informing and educating the investor community. • Assessing shareholder expectations and feedback.
Employees and workers	No	Senior leaders' communication / talk / forum, briefing, goal setting and review meetings, exit interviews, union meetings, wellness initiatives, engagement survey, email, intranet, flat screens, websites, circulars.	Ongoing	<ul style="list-style-type: none"> • Professional development through career growth, training programs, and learning opportunities. • Performance incentives including rewards and recognition. • Safe and healthy work environment along with supportive company policies. • Fair grievance redressal processes. • Employee-friendly and engaging work policies.
Customers	No	Website, distributor / retailer / direct customer meets, senior leader-customer meets / visits, customer plant visits, focus group discussion, trade body membership, complaints management, information on packaging, customer surveys	Ongoing	<ul style="list-style-type: none"> • Gaining insight into client needs, industry dynamics, and business obstacles. • Recognizing opportunities to enhance products and services. • Evaluating investments and capabilities necessary to meet client demand. • Comprehending client data privacy and security requirements. • Leveraging knowledge of clients and industry landscape to identify areas for improvement, investments and capabilities to better serve clients while ensuring data protection.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	No	Communication and partnership meet, plant visits, MoU and framework agreements, trade association meets/ seminars, professional networks, contract management / review, product workshops / onsite presentations, satisfaction surveys.	Ongoing	<ul style="list-style-type: none"> Consistent and reliable demand for products/services. Financial stability and good creditworthiness. Ethical practices and integrity. Equitable business dealings. Strong corporate governance.
Government	No	Advocacy meetings with local / state / national government and ministries,	Frequent and need based	<ul style="list-style-type: none"> Identify opportunities for sustainable growth. Exchange thought leadership and insights on public and business matters. Partner to develop solutions addressing Social challenges. Maintain compliance with all applicable laws, rules, and regulations.
Banks	No	Email, letters, representation, in person meeting (Visit at banks) etc.	Frequent and need based	<ul style="list-style-type: none"> Financial requirements and transactions
Communities	Yes	CSR directly or indirectly and meets (of community / local authority / location head /council), community visits and partnership with local charities, volunteerism.	Ongoing	<ul style="list-style-type: none"> Minimising negative environmental impact Local employment CSR Activities

PRINCIPLE 5: Businesses should provide goods and services in a manner that is sustainable and safe

Sr. No Essential Indicators

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1978	NIL	N.A.	1918	NIL	N.A.
Other than permanent	NIL	NIL	N.A.	NIL	NIL	N.A.
Total Employees	1978	NIL	N.A.	1918	NIL	N.A.
Workers						
Permanent	155	NIL	N.A.	158	NIL	N.A.
Other than permanent	NIL	NIL	N.A.	NIL	NIL	N.A.
Total Workers	155	NIL	N.A.	158	NIL	N.A.

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

Category	FY 2023-24 Current Financial Year					FY2022-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	1948	1188	60.99	760	39.01	1882	981	52.13	901	47.87
Female	30	15	50.00	15	50.00	36	4	11.12	32	88.88
Other than Permanent										
Male	N.A.					N.A.				
Female	N.A.					N.A.				
Workers										
Permanent										
Male	155	39	25.16	116	74.84	158	32	20.25	126	79.75
Female	N.A.					N.A.				
Other than Permanent										
Male	1680	1680	100.00	NIL	N.A.	1446	1446	100.00	NIL	N.A.
Female	N.A.					N.A.				

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (per annum)	Number	Median remuneration/salary/ wages of respective category (per annum)
Board of Directors (BoD)*	4	₹ 1,08,00,000.00	0**	N.A.
Key Managerial Personnel#	2	₹ 40,48,002.00	0	N.A.
Employees other than BoD and KMP	1942	₹ 2,93,460.00	30	₹ 3,41,382.00
Workers	155	₹ 2,91,876.00	0	N.A.

* Sitting fees paid to Independent Directors is not included for calculation of Median remuneration of BoDs

** Women Director is an Independent Director

#In KMP, one Chairman and Managing Director, 2 executive Director and a Director-HSE are not covered, as they are covered under Board of Directors.

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)

Bodal Chemicals has an established governance mechanism with location heads reporting to the CMD to address human rights grievances. This provides a management mechanism for transparently reviewing and resolving any human rights issues.

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

The Company has implemented a multi-step grievance redressal mechanism to investigate any human rights concerns raised by stakeholders. Upon receiving a complaint through email, letter or other means, it is logged and vetted. Valid complaints warranting further inquiry are handled by an empowered ombudsman who gathers information, analyzes data, and documents observations and recommendations. A thorough, unbiased investigation is conducted before findings are submitted. Recommended actions are implemented, recorded and reviewed by senior management and the Audit Committee for closure.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL		N.A.	NIL		N.A.
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						

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

The Company has robust whistleblower and Prevention of Sexual Harassment policies that uphold strict confidentiality when receiving complaints to protect reporter anonymity to foster ethical conduct by enabling employees to come forward without fear.

Moreover, the Company's Code of Conduct prohibits retaliation against legitimate concern reporting, enforcing discipline for targeting whistleblowers and promoting transparent ethics aligned with Company's values.

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

Bodal Chemicals actively recognizes and respects human rights while encouraging suppliers to adhere to applicable laws, environmental, social, and governance (ESG) standards.

9. 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	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. Not required to carry out any audit

Not Applicable

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

Sr. No Essential Indicators

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total electricity consumption (A) (in GJ)	7,79,387.30	7,76,951.78
Total fuel consumption (B) (in GJ)	14,96,310.6	9,92,480.79
Energy consumption through other sources (C)	NIL	NIL
Coal used in CPP		
Total energy consumption (A+B+C)	22,75,697.3	17,69,432.57
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	(2275697.3/13946.21) 163.17	127.82
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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, Mandatory energy audit conducted by the accredited energy auditor (AEA:0018) M/s TMCC, TMCC is accredited by Bureau of Energy Efficiency in the year-2022 (Once in three year).

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.

Target for the assessment year 2024-25 is 0.29 TOE/TO Eq. Product.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	7,90,073	6,99,533
(iii) Third party water (Canal water)	9,11,279	9,10,660
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,701,352	16,10,193
Total volume of water consumption (in kilolitres)	17,01,352	16,10,193
Water intensity per rupee of turnover (Water consumed / turnover)	(1701352 /13946.21) 121.99	103.54
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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, Environmental & Safety audit carried out by an external agency M/s SAFE T, KOLKATA in September-2023 under MSIHC rules, 1989.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge 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		
No treatment	0	0
With treatment – please specify level of treatment	4,02,797.00	3,60,787.00
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	4,02,797.00	3,60,787.00

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.

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

Yes, we are having MEE plant to treat SBP generated waste water. We are treating SBP generated effluent through MEE and condensate is re-use but due to market slump SBP is in stopped condition since May-2023.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	Kg/Day	13.54	17
Sox	Kg/Day	14	31
Particulate matter (PM)	Kg/Day	129	140
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	Kg/Day	0.3568 WAD-Cl2 Neutralizer 0.1417 SBP- Cl2 Neutralizer 0.1273 CPW Cl2 Neutralizer	0.178 WAD-Cl2 Neutralizer 0.13997 SBP- Cl2 Neutralizer
Others – please specify Acid Mist	Kg/Day	0.0086 HCL Synthesis 0.0113 HCL Dispatch	0.2048 HCL Synthesis 0.2048 HCL Dispatch

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

The Company conducts regular environmental monitoring across its operating units. Half-yearly ambient air, quarterly stack emission, and treated water analyses are carried out by external agencies for the company's Punjab and Gujarat facilities. Testing is performed by accredited third parties including Noida Testing Laboratories, EcoCare Solutions, and auditors allotted by the Gujarat Pollution Control Board.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (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	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA		

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.

NA

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

NA

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NIL	NIL
E-waste (B)	5060 Kg	NIL
Bio-medical waste (C)	Yellow:4.814 kg Red:1.138 kg	Yellow:7.692 kg Red: 4.66 kg
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)	Cat No. 35.3 -3.12 MT Used/spend oil: Cat No.5.1- 2863 liters	Cat No. 35.3 -10.73 MT Used/spend oil: Cat No.5.1- 1065 Liters
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	VDF Brine sludge, Wet: 3376 MT (2026 MT on dry basis)	VDF Brine sludge, Wet: 3396 MT (2038 MT on dry basis)
Total (A+B + C + D + E + F + G + H)

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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	10,465.08	NA
(ii) Re-used	NA	10.0 KL per Day
(iii) Other recovery operations	NA	NA
Total	10,465.08	NA
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	14,474.34	NA
(iii) Other disposal operations	35,391.78	NIL
Total	49,866.12	NA

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.

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 ensures responsible waste management through recycling and safe disposal across locations as per government regulations. Its chemical manufacturing inherently involves some hazardous materials. The Company maintains robust handling practices and complies with all applicable laws for storage and use of hazardous chemicals.

Hazardous waste generated from wastewater treatment and air emission control facilities is collected, stored, and transported to authorized disposal facilities or co-processing units through the online manifest system. The Company maximizes utilization of liquid hazardous waste internally, sending any surplus to actual users as per Rule-9 protocols.

The Company continuously improves its processes to reduce hazardous material consumption and waste generation through enhanced raw material conversion, learning from past experiences. For instance, it neutralizes acidic effluent onsite using hydrated lime to produce gypsum for cement industry use, reducing effluent load. The aim is to improve resource efficiency and minimize waste.

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.
While the Company's units are not situated in or near ecologically sensitive areas, the company obtains all necessary environmental approvals and clearances. Bodal has secured the required clearances for all of its operating units.			

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
Not Applicable.					

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

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
Yes. The Company's units have secured valid Consent to Operate from the State Pollution Control Board, fulfilling and upgrading compliances on an ongoing basis.				

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

Sr. No Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations- 7
- b. List the top 10 trade and industry chambers/ associations the entity is a member of/ affiliated to. – membership fees ledger

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Gujarat Chamber of Commerce & Industry	State
2	Chemexcil	National
3	Gujarat Dyestuff Manufacturers Association	State
4	Dyestuff Manufacturers Association of India	National
5	Vatva Industrial Association	State
6	Alkali Manufacturers Association of India (AMAI)	National
7	Sayakha Industries Association	State

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
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. -

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
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:

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)
Not Applicable					

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

Bodal Chemicals has implemented a formal community grievance process to receive and resolve concerns. Site-level committees with cross-functional teams investigate issues, conduct joint field visits, and address concerns appropriately and timely. All community concerns are logged and tracked through resolution. This robust system enables Bodal Chemicals to maintain strong local relationships by promptly and satisfactorily resolving community grievances.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	22.37%	5.85%
Sourced directly from within the district and neighboring districts	54.59%	61.39%

The raw material and packing material purchases from within the same state where the company's manufacturing facilities are located have been considered for sourcing from within district and neighboring districts.

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.

Customers with complaints regarding Bodal Chemicals' products can contact the company's Marketing heads to initiate the complaint process. The Marketing team will then visit the customer or request additional details as needed to evaluate the complaint. Based on the nature of the issue, Bodal Chemicals escalates and resolves complaints within established timelines. The company is committed to addressing customer concerns promptly and satisfactorily through this complaint management system.

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 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (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						
Advertising						
Cyber-security						
Delivery of essential services		NIL			NIL	
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls	NIL	NIL

13. 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.

Bodal Chemicals recognizes the importance of maintaining robust cybersecurity policies and practices to safeguard data privacy. The Company strives to identify, monitor and mitigate cyber risks as well as ensure compliance with relevant data privacy regulations.

14. 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.

During the reporting period, Bodal Chemicals received no complaints about advertising, delivery, cybersecurity, or data privacy. No products were recalled, and no fines, penalties or regulatory actions were imposed for product or service safety.