

722/BRSR/2024

September 03, 2024

The Asst. Vice President,
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (E)
MUMBAI - 400 051

Department of Corporate Services - CR
BSE Limited,
Floor 25, Phiroze Jeejeebhoy Towers,
Dalal Street
MUMBAI - 400 001

Dear Sir/Madam,

Company's Scrip Code in BSE : 530011
Company's Symbol in NSE : MANGCHEFER
ISIN : INE558B01017

Sub: Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), 2015, please find enclosed herewith Business Responsibility and Sustainability Report for the Financial Year 2023-24.

We request you to take the above on record.

Thanking You,

Yours faithfully,
For Mangalore Chemicals & Fertilizers Limited

Vighneshwar G Bhat
Company Secretary

Encl: As above

Annexure 8

Business Responsibility and Sustainability Report

SECTION A : GENERAL DISCLOSURES

I. Details of the listed entity

| Sl. No. | Required Information | |
|---------|--|---|
| 1. | Corporate Identity Number (CIN) of the Listed Entity | L24123KA1966PLC002036 |
| 2. | Name of the Listed Entity | Mangalore Chemicals & Fertilizers Limited |
| 3. | Year of Incorporation | 1966 |
| 4. | Registered office address | Level 11, UB Tower, UB City, No.24, Vittal Mallya Road, Bangalore – 560001 |
| 5. | Corporate office Address | Level 11, UB Tower, UB City, No.24, Vittal Mallya Road, Bangalore – 560001 |
| 6. | E-mail | shares.mcfi@adventz.com |
| 7. | Telephone | +91 80 4585 5599 |
| 8. | Website | www.mangalorechemicals.com |
| 9. | Financial year for which reporting is being done | April 1, 2023 - March 31, 2024 |
| 10. | Name of the Stock Exchange(s) where shares are listed | (i) BSE Limited (ii) National Stock Exchange of India Limited |
| 11. | Paid-up Capital | INR 118.55 crore |
| 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. Nitin M Kantak, Whole-time Director Telephone: +91 80 4585 5599 Email: nitinkantak@adventz.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). | On standalone basis |
| 14. | Name of Assurance Provider | None for this fiscal year |
| 15. | Type of Assurance obtained | NA |

II. Products/Services

| 16. Details of business activities (accounting for 90% of the turnover): | | | |
|---|------------------------------|--|---------------------------------|
| Sl. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
| 1. | Manufacturing | Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products | 84.02% |
| 2. | Trade | Wholesale trading | 15.90% |
| 17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover): | | | |
| Sl. No. | Product/Service | NIC Code | % of total Turnover contributed |
| 1. | Fertilizers | 20121, 20122 | 97.52% |

III. Operations

| 18. Number of locations where plants and/or operations/offices of the entity are situated: | | | | |
|--|------------------|-------------------|-------|--|
| Location | Number of plants | Number of offices | Total | |
| National | 1 | 7 | 8 | |
| International | Nil | Nil | Nil | |

| | |
|---|--|
| 19. Markets served by the entity: | |
| a. Number of locations | |
| Locations | Number |
| National (No. of States) | 6 |
| International (No. of Countries) | Nil |
| b. What is the contribution of exports as a percentage of the total turnover of the entity? | No export of fertilizers |
| c. A brief on types of customers | <ul style="list-style-type: none"> ➤ Company serves distributors, dealers, State cooperatives & farmer produce organizations ➤ Farmers are our end customers |

IV. Employees

| 20. Details as at the end of Financial Year: | | | | | | | | | | |
|---|---|---|-------------------------------|---------|--|---------|-------|--|--------|-------|
| a. Employees and workers (including differently abled): | | | | | | | | | | |
| Sl. No. | Particulars | Total (A) | Male | | Female | | | | | |
| | | | No. (B) | % (B/A) | No. (C) | % (C/A) | | | | |
| EMPLOYEES | | | | | | | | | | |
| 1. | Permanent (D) | 595 | 582 | 98% | 13 | 2% | | | | |
| 2. | Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 | | | | |
| 3. | Total Employees (D+E) | 595 | 582 | 98% | 13 | 2% | | | | |
| WORKERS | | | | | | | | | | |
| 4. | Permanent (F) | 6 | 6 | 100% | 0 | 0 | | | | |
| 5. | Other than Permanent (G) | 642 | 578 | 90% | 64 | 10% | | | | |
| 6. | Total Workers (F+G) | 648 | 584 | 90% | 64 | 10% | | | | |
| b. Differently abled Employees and workers: | | | | | | | | | | |
| Sl. No. | Particulars | Total (A) | Male | | Female | | | | | |
| | | | No. (B) | % (B/A) | No. (C) | % (C/A) | | | | |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | | | | | |
| 1. | Permanent (D) | - | - | - | - | - | | | | |
| 2. | Other than Permanent (E) | - | - | - | - | - | | | | |
| 3. | Total differently abled employees (D+E) | - | - | - | - | - | | | | |
| DIFFERENTLY ABLED WORKERS | | | | | | | | | | |
| 4. | Permanent (F) | - | - | - | - | - | | | | |
| 5. | Other than Permanent (G) | - | - | - | - | - | | | | |
| 6. | Total differently abled workers (F+G) | - | - | - | - | - | | | | |
| 21. Participation/Inclusion/Representation of women: | | | | | | | | | | |
| | | Total (A) | No. and percentage of Females | | | | | | | |
| | | | No. (B) | % (B/A) | | | | | | |
| | Board of Directors | 6 | 1 | 16.67% | | | | | | |
| | Key Management Personnel | 3 | - | - | | | | | | |
| 22. 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 | 4.98% | 7.70% | 5.04% | 5.60% | 13.79% | 5.79% | 3.10% | 6.25% | 3.18% |
| | Permanent Workers | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

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

| 23. | (a) | Names of holding/subsidiary/associate companies/joint ventures | | | |
|-----|---------|---|---|-----------------------------------|---|
| | Sl. 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. | Zuari Agro Chemicals Limited | Holding | 54.03% | No |

VI. CSR Details

| | | | |
|----|-------|---|----------------|
| 24 | (i) | Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) | Yes |
| | (ii) | Turnover (in INR) | 3795,44,16,265 |
| | (iii) | Net worth (in INR) | 939,68,41,649 |

VII. Transparency and Disclosures Compliances

| 25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct: | | | | | | | |
|---|---|--|--|----------|--|--|----------|
| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy) | FY 2023-24 (Current Financial Year) | | | FY 2022-23 (Previous Financial Year) | | |
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| The list of the stakeholders | | | | | | | |
| Communities | Yes (Community related grievances are handled by the CSR team) | 0 | 0 | NA | 0 | 0 | NA |
| Investors (other than shareholders) | Yes (https://www.mangalorechemicals.com/investor/investor_cd) | 0 | 0 | NA | 0 | 0 | NA |
| Shareholders | Yes (https://www.mangalorechemicals.com/investor/investor_cd) | 13 | 0 | Resolved | 08 | 0 | Resolved |
| Employees and workers | Yes (https://www.mangalorechemicals.com/assets/frontend/pdfs/11WhistleBlowerPolicynew.pdf) | 0 | 0 | NA | 0 | 0 | NA |
| Customers | Yes (https://www.mangalorechemicals.com/home/contactus) | 0 | 0 | NA | 0 | 0 | NA |
| Value Chain Partners | Yes (https://www.mangalorechemicals.com/home/contactus) | 0 | 0 | NA | 0 | 0 | NA |
| Other (please specify) | NA | 0 | 0 | NA | 0 | 0 | NA |

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

| Sl. 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. | Water Use & Management | Risk | Water is a scarce resource and an important input in manufacturing processes of the Company. MCFL's operations require significant water for various processes which may lead to potential impact on local water resources. It is crucial to conserve this vital resource, minimize environmental harm and meet the regulatory requirements. | The Company has achieved zero liquid discharge status by upgrading its effluent and sewage treatment plants to recover and reuse the treated waters. Moreover, the Company has been introducing practices and initiatives at their plants to minimize the use of fresh water. | Negative |
| 2. | GHG emissions and air quality | Risk | As the Company operates in an evolving carbon emissions regulatory environment, it is essential that the Company plans and works on ways to mitigate the risk. Emissions beyond prescribed limits by the respective State Pollution Control Board (SPCB) may attract fines and penalties. | Over the years, the Company has reduced carbon emissions through the implementation of Ammonia Energy Improvement Project and constantly aims to reduce further carbon footprint. Moreover, the Company is focussing on initiatives to reduce GHG emissions and other air pollutants. | Negative |
| 3. | Energy management | Risk | As a fertilizer Company, energy intensive processes and emissions contribute to climate change and environmental degradation. The manufacturing processes of the Company involves significant energy consumption. It is crucial to align energy efficiency practices with global sustainability goals, regulatory requirements and stakeholder expectations. | The Company is actively working on implementing energy efficient practices and renewal energy sources, to minimize emissions. MCFL has made investments in energy efficiency projects with an aim to reduce specific energy consumption. The Company has reduced the carbon emissions through the implementation of Ammonia Energy Improvement Project. | Negative |
| 4. | Waste management | Opportunity | Managing and disposing hazardous and non-hazardous wastes is key focus area for organizations in reducing environmental impact. Every manufacturing process generates some waste and zero waste is a long-term target. | NA | Positive |
| 5. | Soil Health | Opportunity | Developing and maintaining healthy soils is necessary to ensure long-term soil productivity and food security. Healthy soil is the foundation of sustainable agriculture and helps protect the planet from climate change. MCFL focuses on balanced use of fertilizers that helps to maintain good soil health and achieve better yield. The Company conducts several farmer training programmes on balanced and optimum use of fertilizers. | NA | Positive |

| SI. 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) |
|---------|--|--|--|--|--|
| 6. | Employment, Career, Talent development and retention | Opportunity | Structured employee development and engagement programs accelerate the work satisfaction of the Company thereby enhancing the performance and Company's topline. An enhanced collaboration amongst the team members lead to better communication, trust, talent pipeline, share understanding of Company's goals and priorities and improved employee retention. An empowered and organized workforce is more stable, predictable and productive which reduces resource shocks and generates productivity gains. | NA | Positive |
| 7. | Occupational Health & Safety | Risk | Workplace hazards directly hampers the Company's productivity, finances and reputation. The repercussions and efforts to develop a safe environment would take time and resources to recover from. Effective health & safety practices enhances employee morale, increases productivity and promotes corporate responsibility. | The Company has implemented ISO 45001:2018 Occupational Health & Safety Management Systems which governs all the activities to ensure safe and healthy workplace for its employees and workers. At MCFL, we ensure highest safety standards by engaging in third-party safety audit of the entire factory. The Company conducts extensive training programs and constantly focuses on upgrading and investing in health and safety measures. | Negative |
| 8. | Local communities engagement & relations | Opportunity | Community is one of the major stakeholders affected by the Company's direct operations. MCFL believes in inclusion of the community in which it operates and engages with communities to minimize possibility of conflicts and bring them onboard to ensure smooth operations, thereby providing direct economic and social growth for all its stakeholders. | NA | Positive |
| 9. | Sustainable/responsible supply chain | Opportunity | A resilient supply chain helps the business in continuing operations at adverse times. It is crucial to embed environmental, social and ethical considerations in the sourcing of raw materials and the process of selecting suppliers and/or vendors. It also involves purchasing products made from recycled materials. | NA | Positive |

| SI. 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) |
|---------|-------------------------------------|--|--|--|--|
| 10. | ESG oversight | Opportunity | Having an efficacious ESG oversight at the board level will augment the overall ESG performance and reflect the Company's commitment to integrating responsible business practices within its growth model. Integrating ESG into the business practices would propel an enhanced risk management, governance, accountability reporting and decision-making. It would build the ability to identify and manage risks and opportunities related to environmental and social impact as well as build trust and transparency amongst investors and stakeholders. | NA | Positive |
| 11. | Business continuity | Risk | The Company's operations can be disrupted due to unpredictable events and potential threats, such as natural disasters, fires, disease outbreaks, pandemics, supply chain disruptions, cyber attacks and other external threats. It is important to mitigate such risks for the smooth functioning of the business activities. | MCFL has a business continuity and disaster management plan. Systems and procedures are in place at factory in case of major disruption due to fire, flood or any other act of God. Moreover, periodic risk based inspection and mock drills are conducted in the premises of the Company. | Negative |
| 12. | Business Ethics and Anti-corruption | Risk | The policy-driven approach is taken to create a control mechanism across all the operations and units. | The Company has an Anti-corruption and Anti-bribery policy as a part of Business Conduct program applicable to people working in the Company across all levels and grades. Ongoing awareness-creation initiatives are helping the execution of these policies. | 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 National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements.

| Disclosure Questions | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|---|---|----|----|----|----|----|----|----|----|
| Policy and management processes | | | | | | | | | | |
| 1. | a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | 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.mangalorechemicals.com/investor/investor_cbc https://www.mangalorechemicals.com/investor/code_of_conduct_to_regulate_monitor_and_report_trading_by_an_insider https://www.mangalorechemicals.com/investor/policies | | | | | | | | |
| 2. | Whether the entity has translated the policy into procedures. (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |

| Disclosure Questions | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|--|--|----|----|----|----|----|----|----|----|
| Policy and management processes | | | | | | | | | | |
| 3. | Do the enlisted policies extend to your value chain partners? (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| 4. | Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | 1) ISO 14001:2015 Environmental Management Systems 2) ISO 45001:2018 Occupational Health & Safety Management Systems 3) ISO 22000:2018 Food Safety Management Systems (for production of Ammonium Bi Carbonate) 4) ISO 17025:2017 General requirements for the competence of testing and calibration laboratories | | | | | | | | |
| 5. | Specific commitments, goals and targets set by the entity with defined timelines, if any. | <p>MCFL has demonstrated unwavering dedication to sustainability and ESG principles, embodying a steadfast commitment towards responsible business practices and long-term environmental, social and governance objectives. The Company has proposed the following ESG targets and commitments to be accomplished in the forthcoming years:</p> <p>Environment</p> <ul style="list-style-type: none"> > Identify climate-related risks and opportunities and work towards measuring & tracking emissions from its full value chain. It has set an aspirational target to achieve a 30% reduction in Scope 1&2 emissions by 2030. > Use cleaner fuel for energy generation and a 15% reduction in energy consumption by 2030. > Reduce the freshwater consumption and re-use of treated water, with a target to achieve a 20% reduction in freshwater consumption by 2030. > Conduct a biodiversity study within the MCFL plant premises by 2025. <p>Social</p> <ul style="list-style-type: none"> > Provide human rights and health & safety practices training to 100% of employees. > Achieve 4% female employees by 2030 and a 60% Employee engagement index by 2025. > MCFL will seek out and support organizations that have demonstrated results in driving social impact with a target to achieve 10,000 employee hours in volunteering, by 2025. <p>Governance</p> <ul style="list-style-type: none"> > Provide Business ethics and Anti-corruption/Anti-bribery training to 100% of employees. > ESG Roadmap is reviewed annually by the Board and higher management and one meeting should be scheduled from FY 2023-24 and beyond. | | | | | | | | |

| Disclosure Questions | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|--|--|----|----|----|----|----|----|----|----|
| Policy and management processes | | | | | | | | | | |
| 6. | Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met. | <p>Environment:</p> <ul style="list-style-type: none"> > Improvements in the products offered are made basis the customer feedback with focus on environmental, health and safety impacts of the products. > Replaced 10% of fresh water by treated water generated onsite. > ZLD plant. <p>Social:</p> <ul style="list-style-type: none"> > Zero fatalities and lost workday incidents. > CSR activities aligned with the UNSDGs. <p>Governance:</p> <ul style="list-style-type: none"> > MCFL has implemented governing policies to conduct its operations in compliance with the highest governance standards. | | | | | | | | |
| Governance, leadership and oversight | | | | | | | | | | |
| 7. | Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) | <p>The Company recognizes the significance of ESG principles in securing a sustainable future and ensuring the long-term success of our business. We are committed to operating responsibly to foster trust among all our stakeholders.</p> <p>The Company has reduced its carbon emissions through the implementation of the Ammonia Energy Improvement Project and also constantly aims to reduce further carbon footprint, minimize waste and prioritize investments in renewable energy sources. By embracing innovative technologies and adhering to rigorous practices in the fertilizer industry, they've not only met regulatory requirements but exceeded them, setting new standards for environmental stewardship within their industry.</p> <p>The Company has invested substantial efforts in guaranteeing fair labor practices, investing in occupational health and safety measures, fostering diversity and inclusion and maintaining the highest ethical standards in all its interactions.</p> <p>Customers are their key stakeholders and in pursuit of their well-being, the Company is committed to providing best-in-class products and services sustainably and responsibly. Moreover, they constantly enhance their corporate governance practices ensuring transparency, accountability and ethical conduct at all levels of the organization.</p> <p>In terms of Corporate Social Responsibility, the Company continues to make significant contributions in the areas of education, rural development, healthcare, sanitation, employability and empowerment, animal welfare, soil health, etc., for the underprivileged community living in the villages located near their plant in Mangalore besides the marketing territories.</p> <p>In 2023, the Company strengthened its ESG brand identity and devised a thorough ESG strategy framework, highlighting the nine fundamental commitments. MCFL has seized the opportunity to align its strategy with the United Nations Sustainable Development Goals (UNSDGs), aiming for a seamless integration of its development with both its ESG strategy and the principles outlined in the United Nations 2030 Sustainable Development Goals (SDGs).</p> <p>MCFL remains steadfast in its commitment to continuous improvement and innovation in ESG practices. Through proactive initiatives and strategic planning, MCFL consistently strives to uphold its commitment to sustainability and ESG, fostering positive impacts on both its stakeholders and the wider world.</p> | | | | | | | | |
| 8. | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr. Nitin M Kantak, Whole-time Director | | | | | | | | |

| Disclosure Questions | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | | | | | | | | | |
|--|---|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Policy and management processes | | | | | | | | | | | | | | | | | | | |
| 9. | Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details. | Yes, the Company has formulated an ESG Policy in the current financial year, which is also approved by the Board. CSR committee, after due approvals from the Board, was responsible for decisions relating to sustainability issues. | | | | | | | | | | | | | | | | | |
| 10. | Details of Review of NGRBCs by the Company: | | | | | | | | | | | | | | | | | | |
| | Subject of Review | Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee | | | | | | | | | Frequency (Annually/Half yearly/Quarterly/Any other – please specify) | | | | | | | | |
| | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| | Performance against above policies and follow up action | Yes, the review is undertaken by the Board | | | | | | | | | Annually/as and when required | | | | | | | | |
| | Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances | Yes, the review is undertaken by the Board | | | | | | | | | Quarterly | | | | | | | | |
| 11. | Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | Company's policies are not audited/evaluated by external agencies. However, as a good corporate practice, the policies are reviewed by various committees of the Board of Directors. Board of Directors review, amend the policies on periodical basis to incorporate statutory and business requirements. | | | | | | | | |

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

| Questions | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|-----------|---|----------------|----|----|----|----|----|----|----|----|
| a. | The entity does not consider the Principles material to its business (Yes/No) | Not applicable | | | | | | | | |
| b. | The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | | | | | | | | | |
| c. | The entity does not have the financial or/human and technical resources available for the task (Yes/No) | | | | | | | | | |
| d. | It is planned to be done in the next financial year (Yes/No) | | | | | | | | | |
| e. | 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 | | The management provides the Board of Directors with regular updates on important developments pertaining to the company, the industry, the business model, risk metrics and mitigation strategies, ESG initiatives, KPIs, targets, initiatives, where relevant, changes in the regulatory environment. The induction session, for the new Board of Director, includes an overview of the Company, its vision and mission, the industry in which it operates, its business strategies, risk management, ESG initiatives, Code of Conduct for Directors and Senior Management, Corporate Governance, changes in the regulatory environment as applicable and the roles and responsibilities as a member of each Committee and Board. | |
| Key Managerial Personnel | 1 | Awareness on ESG & Sustainability, BRSR framework, Health & safety including First Aid and rescue operation, Human rights and business ethics, Training on technical topics etc. | 100% |
| Employees | 10+ | | 100% |
| Workers | 10+ | | 100% |

| | | | | | | |
|--|------------------------|--|--|--|---|----------------|
| 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 Requirements) 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 | 2 | The Department of Legal Metrology, Government of Karnataka | 20,000 | Discrepancy in marking the consumer care address in the pre-packed bags as required under Rule 6(2) of the Legal Metrology (Package Commodities) Rules, 2011 | No | |
| Settlement | Nil | Nil | Nil | Nil | Nil | |
| Compounding fee | Nil | Nil | Nil | Nil | Nil | |
| 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 | Nil | | Nil | Nil | |
| Punishment | Nil | Nil | | Nil | 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 | | 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. | | Yes. Policy implemented and covered as part of Code of Business Conduct and Ethics. The same is available on Company's Website https://www.mangalorechemicals.com/investor/investor_cbc | | | | |
| 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 | | | Nil | Nil | | |
| KMPs | | | | | | |
| Employees | | | | | | |
| Workers | | | | | | |
| 6. Details of complaints with regard to conflict of interest: | | | | | | |
| | | | FY 2023-24 (Current Financial Year) | | FY 2022-23 (Previous Financial Year) | |
| | | | Number | Remarks | Number | Remarks |
| 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 conflict of interest. | | | Nil | | | |
| 8. Number of days of accounts payables [(Accounts payable × 365)/Cost of goods/services procured] in the following format: | | | | | | |
| | | | FY 2023-24 (Current Financial Year) | FY 2022 - 23 (Previous Financial Year) | | |
| Number of days of accounts payable | | | 31 | 54 | | |

| 9. Open-ness of business | | | |
|--|--|--|---|
| Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format: | | | |
| Parameter | Metrics | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | 45% | 31% |
| | b. Number of trading houses where purchases are made from | 25 | 26 |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | 93% | 92% |
| Concentration of Sales | a. Sales to dealers/distributors as % of total sales | 100% | 100% |
| | b. Number of dealers/distributors to whom sales are made | 2,340 Nos. | 2,439 Nos. |
| | c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors | 9.79% | 8.93% |
| Shares of RPTs in | a. Purchases (Purchases with related parties/total purchases) | 6.36% | 1.77% |
| | b. Sales (Sales to related parties/total sales) | 1.56% | 1.92% |
| | c. Loans & advances (Loans & advances given to related parties/total loans and advances) | 0 | 0 |
| | d. Investments (Investments in related parties/total investments made) | 0 | 0 |
| Leadership Indicators | | | |
| 1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year: | | | |
| Total number of awareness programmes held | Topics/principles covered under the training | % age of value chain partners covered (by value of business done with such partners) under the awareness programmes | |
| Nil | Nil | NA | |
| 2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same. | Yes, Directors are covered under the Code of Business conduct and Ethics. | | |

| 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 | | | |
| | | Current Financial Year | Previous Financial Year | Details of improvements in environmental and social impacts |
| | R & D | 3.6% | - | Introduction of new technologies as part of our development programme of our existing plant. These include: 1. Revamping of Process Air Heater to reduce pressure drop across the heater 2. Installation of Seal gas recovery system for refrigeration compressor to recover ammonia leak 3. Installation of Mass spectrometer for online analysis of process gases of ammonia plant |
| Capex | 63% | 76% | Reformer tube replacement and other energy saving projects amount to 63% of total Capex expenses of year 2023-24 | |
| 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? | Green Energy as a % of total energy consumed: (23.41%) for 2022-23 and (22.83%) for 2023-24. | |

| | | |
|---|--|--|
| 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) | Under Extended Producer Responsibility (EPR), MCF has appointed a Waste Management Agency as per Plastic Waste Management Rules, 2016 (and amendments) to collect, transport and recycle the plastic waste. | |
| (b) E-waste | E-waste is stored in designated areas at our unit and disposed off to Pollution Control Board authorized recyclers. | |
| (c) Hazardous waste | Hazardous waste is stored at designated areas at our manufacturing unit. All types of waste are segregated at their sources, stored appropriately and disposed off through Pollution Control Board-authorized waste handling agencies. | |
| (d) Other waste | Non hazardous waste like Metal & Metal bearing waste & rubber waste are disposed off through Karnataka State Pollution Control Board authorised recyclers. | |
| 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. | Yes. EPR is applicable to the entity's activities, since product packaging is involved. A Waste Management Agency has been appointed to collect, transport and recycle the plastic waste under EPR. | |

| | | | | | | |
|---|--|---|---|--|---|----------------------------|
| Leadership Indicators | | | | | | |
| 1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? | | | | | | |
| NIC Code | Name of Product/Service | % of total Turnover contributed | Boundary for which the Life Cycle Perspective/Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) If yes, provide the web-link. | |
| | | | | | LCA not carried out for any of the product | |
| 2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same. | | | | | | |
| Name of Product/Service | | Description of the risk/concern | | Action Taken | | |
| | | | | Not applicable as LCA is not carried out | | |
| 3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry). | | | | | | |
| Indicate input material | | Recycled or re-used input material to total material | | | | |
| | | FY 2023-24 (Current Financial Year) | | | FY 2022-23 (Previous Financial Year) | |
| | | The input raw materials are not re-cyclable and not re-usable by nature | | | | |
| 4. Of the products and packaging reclaimed at end of life of products, amount [in Metric Tonnes (MT)] reused recycled and safely disposed, as per the following format: | | | | | | |
| | FY 2023-24 (Current Financial Year) | | | FY 2022-23 (Previous Financial Year) | | |
| | Re-Used | Recycled (MT) | Safely Disposed | Re-Used | Recycled (MT) | Safely Disposed |
| Plastics (including packaging) | Nil | 1895 | Nil | Nil | 1600 | Nil |
| E-waste | Nil | Nil | Nil | Nil | Nil | Nil |
| Hazardous waste | Nil | Nil | Nil | Nil | Nil | Nil |
| Other waste | Nil | Nil | Nil | Nil | Nil | Nil |
| 5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category. | | | | | | |
| Indicate product category | | | Reclaimed products and their packaging materials as % of total products sold in respective category | | | |
| | | | The fertilizer products are chemical products produced by the Company cannot be reclaimed as they are consumed in their end use. The Company reclaims packaging materials of bagged products as per EPR guidelines. This includes 1895 MT of plastic waste, which is further recycled/end of life operations. | | | |

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 | 582 | 582 | 100% | 582 | 100% | NA | NA | 582 | 100% | 582 | 100% | | |
| | | Female | 13 | 13 | 100% | 13 | 100% | 13 | 100% | NA | NA | 13 | 100% | | |
| | | Total | 595 | 595 | 100% | 595 | 100% | 13 | 100% | 582 | 100% | 595 | 100% | | |
| | | Other than Permanent employees | | | | | | | | | | | | | |
| | | Male | - | - | - | - | - | NA | NA | - | - | - | - | | |
| | | Female | - | - | - | - | - | - | - | NA | NA | - | - | | |
| | | Total | - | - | - | - | - | - | - | - | - | - | - | | |
| | | 1 | 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 | 6 | | | 6 | 100% | 6 | 100% | NA | NA | 6 | 100% | 6 | 100% | | |
| Female | - | | | - | - | - | - | - | - | NA | NA | - | - | | |
| Total | 6 | | | 6 | 100% | 6 | 100% | - | - | 6 | 100% | 6 | 100% | | |
| Other than Permanent workers | | | | | | | | | | | | | | | |
| Male | 578 | | | 578 | 100% | 578 | 100% | NA | NA | - | - | - | - | | |
| Female | 64 | | | 64 | 100% | 64 | 100% | - | - | NA | NA | - | - | | |
| Total | 642 | | | 642 | 100% | 642 | 100% | - | - | - | - | - | - | | |
| 1 | c. | | | Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format – | | | | | | | | | | | |
| | | | | | FY 2023-24 (Current Financial Year) | | | | | FY 2022-23 (Previous Financial Year) | | | | | |
| | | | | Cost incurred on well-being measures as a % of total revenue of the Company | 0.12% | | | | | 0.12% | | | | | |
| | | | | | | | | | | | | | | | |
| 2. | Details of retirement benefits, for Current FY and Previous Financial Year. | | | | | | | | | | | | | | |
| | 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 | 100% | 100% | Y | | | 100% | 100% | Y | | | | | | |
| | Gratuity | 100% | 100% | Y | | | 100% | 100% | Y | | | | | | |
| | ESI | 3.42% | - | Y | | | 5.18% | - | Y | | | | | | |
| | Others - Please specify | - | - | - | | | - | - | - | | | | | | |

| | | | | | | | | | | | |
|---------------------------------------|--|---|--|-----------------------|-----------------------------|---|---|--------------------------------------|----------------|-----------------------------|----------------|
| 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 corporate office is designed to provide accessibility for differently abled. The entrance of the admin building at plant is being re-designed to provide accessibility for differently abled. This will include braille in lifts and ramps at entrance. | | | | | | | | |
| 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. Equal opportunity policy is available in company's website https://www.mangalorechemicals.com/investor/investor_equal_opportunity_policy | | | | | | | | |
| 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 | 100% | | 100% | | 100% | | 100% | | | |
| | Female | 100% | | 100% | | 100% | | 100% | | | |
| | Total | 100% | | 100% | | 100% | | 100% | | | |
| 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 - Grievance redressal mechanism forum is available for reporting, by way of direct approach to immediate Head/Supervisor/Manager. | | | | | | | | | |
| | 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: | | | | | | | | | | |
| | | FY 2023-24 (Current Financial Year) | | | | FY 2022-23 (Previous Financial Year) | | | | | |
| | Category | 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 | 595 | 0 | 0% | | 599 | 0 | 0% | | | |
| | Male | 582 | 0 | 0% | | 586 | 0 | 0% | | | |
| | Female | 13 | 0 | 0% | | 13 | 0 | 0% | | | |
| | Total Permanent Workers | 6 | 6 | 100% | | 6 | 6 | 100% | | | |
| | Male | 6 | 6 | 100% | | 6 | 6 | 100% | | | |
| | Female | - | - | - | | - | - | - | | | |
| 8. | Details of training given to employees and workers: | | | | | | | | | | |
| | | FY 2023-24 (Current Financial Year) | | | | FY 2022-23 (Previous Financial Year) | | | | | |
| | Category | 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 | 582 | 441 | 76% | 499 | 86% | 586 | 341 | 58% | 398 | 68% |
| | Female | 13 | 9 | 69% | 11 | 85% | 13 | 6 | 46% | 8 | 62% |
| | Total | 595 | 450 | 76% | 510 | 86% | 599 | 347 | 58% | 406 | 68% |
| | Workers | | | | | | | | | | |
| | Male | 6 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 1 | 17% |
| | Female | - | - | - | - | - | - | - | - | - | - |
| | Total | 6 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 1 | 17% |

| 9. Details of performance and career development reviews of employees and worker: | | | | | | |
|---|-------------------------------------|------------|-------------|--------------------------------------|------------|-------------|
| Category | FY 2023-24 (Current Financial Year) | | | FY 2022-23 (Previous Financial Year) | | |
| | Total (A) | No.(B) | % (B/A) | Total (C) | No.(D) | % (D/C) |
| Employees | | | | | | |
| Male | 582 | 576 | 99% | 586 | 586 | 100% |
| Female | 13 | 13 | 100% | 13 | 13 | 100% |
| Total | 595 | 589 | 99% | 599 | 599 | 100% |
| Workers | | | | | | |
| Male | 6 | 6 | 100% | 6 | 6 | 100% |
| Female | - | - | - | - | - | - |
| Total | 6 | 6 | 100% | 6 | 6 | 100% |

| 10. Health and safety management system: | |
|--|--|
| a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system? | Yes. Occupational Health and Safety Management System as per ISO 45001 : 2018 standard has been implemented by the Company and the system is certified by the certification body, M/s DNV. Scope of the system covers Manufacture of ammonia, urea, N.P. complex fertilizers, ammonium bicarbonate, sulphuric acid, sulphonated naphthalene formaldehyde, specialty mixtures of plant nutrients – micronutrients, speciality fertilizer mixtures, fertigation products and soil conditioners. |
| b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? | <ul style="list-style-type: none"> > All plants/sections in the factory have carried out Hazard Identification and Risk Assessment (HIRA) for their routine and non-routine activities. > Adequate control measures have been developed for the activities involving significant risks, taking into consideration the hierarchy of controls. HIRA is being reviewed periodically. > New processes, any change or modification to the existing process/ equipment and installation of any new equipment is undertaken only after a Management of Change Study for ascertaining risks involved. > HAZOP Study is carried out for process related modifications to identify and address process related risks. > Structured safety inspection of various plants is being carried out by Fire & Safety Dept. and inspection findings are attended on priority. > Any employee or contract worker can report any unsafe condition or action through Near Miss reporting system. > Comprehensive Safety Audit of the entire factory is carried out by a third party and audit recommendations are implemented. |
| c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No) | Yes. Employees and contract workers can report work related hazards through near miss reports. They can also report hazardous conditions through Plant Safety Committees and Central Safety Committee. Employees and contract workers can decline to work in situations, when their own safety is jeopardised. |
| d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No) | Yes. Employees and contract workers can obtain free consultation and basic treatment for their non-occupational medical issues also, at the Occupational Health Centre in the factory. |

| 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 | 0 |
| | Workers | 0 | 0 |
| Total recordable work-related injuries | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

| | |
|--|---|
| <p>12. Describe the measures taken by the entity to ensure a safe and healthy work place.</p> | <p>The following measures are undertaken by the organization to ensure safe and healthy workplace.</p> <ul style="list-style-type: none"> • Trip interlock systems are provided in all plants to prevent any untoward incidents and safeguard equipment and in case of abnormal variation of process parameters like flow, pressure, temperature and level. • Audio – visual alarms are available for identifying any variation in process parameters. • Safe shutdown system is provided in all the plants for controlling run away reactions, variation in pressure, temperature and other parameters. • Control system which prevents formation of flammable mixtures inside reactors is provided. • Condition monitoring is done for all the machinery. • RLA studies and Implementation of recommendations from OEM is being carried out for all critical equipment. • Preventive maintenance is being carried out for all machinery. • Regular thickness survey is being carried out for Ammonia and Natural Gas pipelines to ensure the integrity of pipeline. Marine unloading arm for Ammonia is regularly pneumatic tested and thickness survey is carried out. • Work permit system and Lock Out - Tag Out (LOTO) system is followed during all maintenance jobs to ensure safety of employees and contract workers. • A structured incident investigation system is in place and all injuries and near miss are investigated to prevent their recurrence. • A monetary reward and letter of appreciation is given to all employees and contractor employees who reports Near Miss/unsafe conditions. • On-site Emergency Plan approved by Director of Factories, Boilers, Industrial Safety & Health, Govt. of Karnataka is available for the factory. On-site emergency mock drills are conducted for different emergency scenarios once in every 6 months in presence of District Disaster Management Committee members and Observers from neighbouring industries. Mock drills are also conducted internally, for localized emergency scenarios in various plants. • On-site Emergency Plan is made available in the internal portal of the Company which can be accessed by all employees for reference. In addition, On-site emergency plan handouts are distributed to all employees. • Public Awareness Programmes are being conducted periodically in various institutions and villages surrounding the factory to impart awareness on Company's Operations, Safety, Health and Environment Management Systems. Pamphlets describing procedure to be followed in case of ammonia release is distributed to the audience during the programme . • Machine guarding has been done to all moving parts of the machines. Painting and maintenance/replacement of machine guards are being done as and when required. • Ammonia detectors are provided in all Ammonia handling areas. • Hydrogen detectors are installed in the Synthesis gas compressor house in Ammonia Plant for early detection of leaks. • LPG detectors are installed in canteen LPG cylinder bank to detect any LPG leakage immediately. • Natural Gas detectors are installed in the Natural Gas Handling areas and alarms can be received in the main control room. • Earthing and bonding is provided for all the vessels handling flammable chemicals to prevent the accumulation of static charges. • Bonding is provided in all the pipelines handling flammable substances. • Safe filling methods are adopted while handling various chemicals. • Lightning arresters are installed in all areas of the factory. • Burner Management System is provided in Fired Heaters, to avoid back fire and furnace explosion. • Area classification for electrical equipment in hazardous areas is done and the equipment are selected as per classification. • High vents are provided in all the plants. • Negative draft is maintained in all the furnaces. • Separation distance is maintained between storages and heat sources. • Non-sparking tools are used for maintenance jobs in areas handling flammable substances. • Any hot work is carried out with a valid Hot Work Permit only. Strict vigil is exercised on hot works. • A full fledged Fire & Safety Dept. functions in the factory round the clock, manned by qualified and trained personnel. Fire & Safety Department is equipped with <ol style="list-style-type: none"> i) Fire Tender having a capacity of 4000 litres of water and 2500 litres of foam. Pump is having discharge capacity of 3200 LPM at 7 kg/cm² pressure. All the emergency equipment like SCBA, Protective suits etc. are provided in the fire tender. ii) Multipurpose Fire Tender having a capacity of 3000 litres of water, 250 litres of foam and 1000 Kg DCP powder. Tender is equipped with a normal pressure pump having discharge capacity of 2250 LPM at 8 Kg/cm² pressure and an Ultra High Pressure pump having discharge capacity of 150 LPM at 100 bar pressure capable of generating water mist through a special high pressure nozzle in jet and fog modes. All emergency equipment like SCBA, Fire & Chemical Protective suits etc. are provided in the fire tender. iii) Trailer Fire Pump with a pumping capacity of 1800 LPM. |
|--|---|

| | |
|--|--|
| | <ul style="list-style-type: none"> • Water mist fire extinguishers from Advanced Firefighting Technology, Germany, which have high firefighting efficiency are available with Fire & Safety Dept. • 25000 litres of foam is stored at site for use in case of emergency. • Steam lines are provided in all the plants for controlling fires using steam blanketing. • Transformers are protected with High Velocity Water Spray System. • Waste materials are removed from work place regularly. Grass cutting is done in and around all the areas having potential fire hazard. • The factory is protected by a well laid underground Fire hydrant system designed by M/s. Mather & Platt Ltd. as per the guidelines of Tariff Advisory Committee, with dedicated fire water reservoirs and both diesel and electrical driven fire hydrant pumps. A study has been conducted to assess the adequacy of fire hydrant system to meet new standards. Based on the recommendations of adequacy study, Fire Hydrant System upgradation/Revamp project has been taken-up in 3 phases. Phase-1 and Phase -2 jobs are completed. Phase -3 jobs are under progress. • In case of emergency, Mutual Aid is available from MRPL, NMPA and KIOCL Ltd. • A Japanese technique of '5 S' concept is being adopted to maintain good housekeeping at work place. The entire plant is divided into 32 '5 S' zones. Periodic '5 S' Audits are conducted to evaluate the housekeeping status of all areas in the plant. Award is given for the best '5 S' Zones every year. Periodic training on '5 S' is organized for employees to increase awareness and pamphlets on '5 S' technique is distributed. • Worker's participation is ensured in safety promotional campaigns like National Safety Day, Fire Service Week, Chemical Disaster Prevention Week etc. They also participate in mock drills and plant inspections. Contract workers are included as members in all Plant Level Safety Committees. Dept. Level S, H & E Communication meetings are conducted once in every 3 months, wherein all employees of the department and contractor workers participate. • All pressure vessels in the factory are subjected to examination by a competent person once in 2 years as per Rule – 65 of Karnataka Factories Rules, 1969 and reports of examination are maintained in Form -7. • All lifting machines, lifting tools and tackles are subjected to examination by a competent person once in 12 months as per Rule – 63 of Karnataka Factories Rules, 1969 and reports of examination are maintained in Form – 32. • Drinking water in the factory is tested for potability periodically. Water samples are analysed for any presence of E-Coli and Coliform organisms by a third party laboratory. • Monitoring of chemicals and particulate matter in work environment is carried out once in every 6 months. • Noise level measurement is carried out in all plant areas. • Illumination survey is carried out for the entire factory once in 6 months. • Hazard Identification and Risk Assessment (HIRA) is carried out for all activities in each department. All significant hazards and risks are recorded in Risk Register. Operational Control Procedures (OCP) are developed for activities involving significant risks. HIRA is reviewed once in 12 months/in case of any accident/introduction of new process or activity/amendment to the existing process or activity and necessary changes are incorporated. • Material Safety Data Sheets (MSDS) of the chemicals being handled in individual plants are made available in plant control rooms for reference. In addition, soft copies of all MSDS are uploaded to Company's internal portal which can be accessed by all employees for reference. Hazard communication boards are displayed near all hazardous chemical storage areas. A comprehensive chemical safety guide book containing information about properties, hazards, exposure effects, emergency action, first aid measures of all chemicals being handled in the Company has been prepared and distributed to all employees. • All modifications in plants undergoes HAZOP Study. All recommendations of HAZOP studies have been complied with while carrying out such modifications. • Preventive Maintenance System is followed in MCF. Each mechanical equipment is provided with unique ID. No. and the data is uploaded in SAP system. Frequency of preventive maintenance is set depending upon the criticality of the equipment. Due date alert system is provided to avoid inadvertent missing of PM schedules. • Comprehensive Safety Manual has been prepared and distributed for all employees. • Extensive training on fire prevention and basic firefighting, rescue operation, usage of personal protective equipment, emergency management, work permit system, Safety, Health and Environment management system is regularly imparted to employees and contractor's workers. • Annual health check-ups are conducted every year. All employees and regular contractor employees are covered under annual health check-up. Employees working in high noise areas undergoes Audiometry test once in a year. Employees working in hazardous process plants/services undergoes Pulmonary Function test and Vision test as per statutory requirement. |
|--|--|

| | <ul style="list-style-type: none"> An Occupational Health Centre (OHC) functions in the factory round the clock, manned by a qualified doctor and trained male nurses. The OHC is equipped with 6 beds, latest medical equipment, centralised oxygen system, ECG machine, automated external defibrillator, oxygen concentrator, suction apparatus etc. Total 33 First aid boxes are provided at various points inside the factory. Operational Control Procedures (OCP) have been developed for operations involving significant risks. Copies of approved Operation Control Procedures are made available in Company's Internal Portal. All employees can access the internal portal and refer OCPs. Ammonia flare stack has been installed to burn and safely dispose ammonia gas in case of any abnormal rise of pressure in the ammonia storage tank. Safety Posters and slogans are displayed at various locations in the factory. SHE suggestion scheme is available to encourage employees to express their opinion/suggestions/concerns on Safety, Health and Environment (SHE) system prevalent in our factory. Safety promotional campaigns like National Safety Day, Fire Service Week and Chemical Disaster Prevention Week are observed with various safety training programmes and competitions like safety slogan contest, safety sketch contest, safety quiz, contest for proper usage of PPE, Rescue operation contest etc. Safety Awards are being given to Contractors for best safety performance. A quarterly SHE Newsletter is published and circulated to all Employees. Leaflet on Safety Instruction for Vehicle Drivers and Transport Emergency Card for Ammonia and Sulphuric Acid has been distributed to all tankers drivers. Safety Hand Book in Kannada Language has been printed and issued to all contractor workers. A short film for the safety orientation of visitors is being screened before visitors are allowed inside the factory. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|---------------------------------------|---|---|---------------------------------------|---|------|--|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|--------------------|---|---|----|---|---|----|-----------------|---|---|----|---|---|----|
| 13. Number of Complaints on the following made by employees and workers: | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">FY 2023-24 (Current Financial Year)</th> <th colspan="3">FY 2022-23 (Previous Financial Year)</th> </tr> <tr> <th>Filed during the year</th> <th>Pending resolution at the end of year</th> <th>Remarks</th> <th>Filed during the year</th> <th>Pending resolution at the end of year</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>Working Conditions</td> <td>0</td> <td>0</td> <td>NA</td> <td>0</td> <td>0</td> <td>NA</td> </tr> <tr> <td>Health & Safety</td> <td>0</td> <td>0</td> <td>NA</td> <td>0</td> <td>0</td> <td>NA</td> </tr> </tbody> </table> | | 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 | 0 | 0 | NA | 0 | 0 | NA | Health & Safety | 0 | 0 | NA | 0 | 0 | NA |
| | 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 | 0 | 0 | NA | 0 | 0 | NA | | | | | | | | | | | | | | | | | | | | | | |
| Health & Safety | 0 | 0 | NA | 0 | 0 | NA | | | | | | | | | | | | | | | | | | | | | | |
| 14. Assessments for the year: | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <table border="1"> <thead> <tr> <th></th> <th>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</th> </tr> </thead> <tbody> <tr> <td>Health and safety practices</td> <td>100%</td> </tr> <tr> <td>Working Conditions</td> <td>100%</td> </tr> </tbody> </table> | | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) | Health and safety practices | 100% | Working Conditions | 100% | | | | | | | | | | | | | | | | | | | | | |
| | % 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. | <p>There are no reportable safety related incidents in the year 2023-24. As part of the assessment of health & safety practices and working conditions, a comprehensive Safety Audit of the entire factory was carried out by M/s. Rams Safety Consultants, Chennai in April 2023. The following corrective actions are taken/underway implementation as per audit recommendations.</p> <ol style="list-style-type: none"> Emergency lights in control room and other places in Sulphuric Acid Plant are being given distinct identification marking. Cold insulation is provided for the Ammonia lines feeding to granulator in DAP Plant to prevent ice formation on the lines and dripping of water. Illumination is improved in the approach road to Natural Gas Pressure Reducing Station, near Contractor shed. In the Prilling Tower, Caution/Signage is displayed regarding prohibition/restriction of entry into scrapper floor during operation. Wide opening/gaps in the ABC Final conveyor drive chain guard, presenting a potential of nip/pinch point hazard in Ammonium Bicarbonate Plant were rectified. Steam line drain in the pipe rack near chemicals storage area in Utilities is repaired to avoid steam coming out due to passing of valve. High Velocity Water Spray System is provided for 2 Nos. 40MVA Transformers in Extra High Voltage Substation and 2 Nos. 12 MVA Transformers in Main Plant Substation. Exhaust fan is provided in Urea/Ammonia UPS Battery rooms for maintaining sufficient ventilation and requisite cooling. Additional focusing light fixtures are provided to improve illumination on the 11 KV cage room in Main Plant Substation. SS braided Teflon hoses used for feeding raw materials to the reactors in SNF Plant is being subjected to periodic testing. | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Leadership Indicators | | | | | |
|-----------------------|---|---|---|--|--|
| 1. | Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N). | | | Yes | |
| 2. | Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. | | | Adherence to the applicable statutory provisions of laws with regard to payment and deduction of statutory dues is incorporated in the contract with the value chain partners. Further, the Company ensures that the same is complied by the value chain partners by obtaining proof of payments, verifying/matching details uploaded in Government portals etc., wherever feasible. | |
| 3. | Provide the number of employees/workers having suffered high consequence work related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment: | | | | |
| | Total no. of affected employees/workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | | |
| | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) | |
| | Employees | 0 | 0 | 0 | |
| | Workers | 0 | 0 | 0 | |
| 4. | Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No) | | | No | |
| 5. | Details on assessment of value chain partners: | | | | |
| | | % of value chain partners (by value of business done with such partners) that were assessed | | | |
| | Health and safety practices | Nil | | | |
| | Working Conditions | Nil | | | |
| 6. | Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners. | | | 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. | | <p>The internal and external stakeholders who have a direct influence on the Company's operations and activities are identified as key stakeholder groups of the entity.</p> <p>The identification of stakeholder groups involved conducting mapping exercises to assess their impact and influence on the entity's operations, subsequently prioritizing them according to their significance and engagement levels.</p> <p>The key internal and external stakeholder groups identified by the Company are - Investors/shareholders, regulators, suppliers/vendors, Non-Governmental Organizations (NGOs), Communities, Customers, Employees, Industry Associations and Clients.</p> <p>In the fiscal year 2023-2024, the Company embarked on its inaugural comprehensive materiality assessment, aiming to enhance stakeholder relationships and cultivate sustainable growth.</p> | | |
| 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 |
| | 1. Employees | No | Emails, Notice Boards | Continuous | Stakeholder interaction was done to conduct materiality assessment, to understand key material issues for the Company. In addition, it is regularly done to attend to queries/grievance/noticecomplaints/suggestion/concerns and providing response, solutions and assurance. |
| | 2. Local communities | Yes | Newspapers, Meetings and others | As required | |
| | 3. Customers | No | Pamphlets, Meetings, website | As required | |
| | 4. Investors and Stakeholders | No | Emails, Newspapers, Notice and website | Quarterly/Half-yearly and Annually | |
| | 5. Suppliers and vendors | No | Emails | Continuous | |
| | 6. Government Bodies | No | Emails, website | Continuous | |

| Leadership Indicators | |
|--|--|
| 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board. | <p>MCFL's stakeholders encompass internal groups such as employees and management, as well as external stakeholders like customers, suppliers, investors, regulators, communities and industry associations. It engages with these groups to understand their perspectives and address their requirements effectively.</p> <p>At the Company, the stakeholder engagement mechanism plays a crucial role in enhancing and broadening stakeholder relationships, thereby aiding in the identification of significant material issues affecting the Company's growth.</p> <p>The stakeholder engagement and materiality assessment conducted during FY23 resulted in the prioritization of key issues, mapping out the corresponding risks for each significant topic and devising subsequent risk mitigation measures. The primary outcome of the stakeholder engagement exercise was the identification and prioritization of material issues pertinent to environmental, social, governance and economic aspects. The insights gathered from the stakeholders are instrumental in highlighting the Company's most pertinent topics, which will play a pivotal role in formulating the organization's overarching strategy. The identified material issues were presented to the highest governing member and the Board for their feedback and guidance on strategizing the Company's sustainable growth model.</p> |
| 2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity. | <p>Yes. The stakeholders helped identified key material issues for the Company, through surveys conducted for a comprehensive materiality assessment exercise.</p> <p>Internal stakeholders including employees, workers, KMPs and BODs and external stakeholders including suppliers, investors and consumers were a part of the materiality assessment survey.</p> <p>The survey output helped identify most impactful topics related to environment, social and governance and gathered both qualitative and quantitative data to build a foundation and set the priorities. This in-turn helped in setting the targets and ESG roadmap for the Company.</p> |
| 3. Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups. | <p>Instances of engagements with vulnerable/marginalized stakeholder groups -</p> <ul style="list-style-type: none"> • Conducted health & eye camps, distribution of artificial limbs and hearing aids in presence of local public representatives • Literacy drive through conducting adult education programmes • Distribution of assets and food kits • Promoting hygiene and sanitation in rural areas by constructing toilets and providing drinking water facilities • Providing cattle treatment facilities to farming communities |

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: | FY 2023-24 (Current Financial Year) | | FY 2022-23 (Previous Financial Year) | | | |
| Category | Total (A) | No. of employees/ workers covered (B) | % (B/A) | Total (C) | No. of employees/ workers covered (D) | % (D/C) |
| Employees | | | | | | |
| Permanent | 595 | 429 | 72% | 599 | 599 | 100% |
| Other than permanent | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Employees | 595 | 429 | 72% | 599 | 599 | 100% |
| Workers | | | | | | |
| Permanent | 6 | 6 | 100% | 6 | 6 | 100% |
| Other than permanent | 642 | 642 | 100% | 491 | 0 | 0.00% |
| Total Workers | 648 | 648 | 100% | 497 | 6 | 1.21% |

| 2. Details of minimum wages paid to employees and workers, in the following format: | | | | | | | | | | |
|--|--|---|------------|------------------------|--|---|-----------------------|---|------------------------|------------|
| Category | FY 2023-24 (Current Financial Year) | | | | | FY 2022-23 (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 | 595 | 0 | 0 | 595 | 100% | 599 | 0 | 0 | 599 | 100% |
| Male | 582 | 0 | 0 | 582 | 100% | 586 | 0 | 0 | 586 | 100% |
| Female | 13 | 0 | 0 | 13 | 100% | 13 | 0 | 0 | 13 | 100% |
| Other than permanent | - | - | - | - | - | - | - | - | - | - |
| Male | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - |
| Workers | | | | | | | | | | |
| Permanent | 6 | 0 | 0 | 6 | 100% | 6 | 0 | 0 | 6 | 100% |
| Male | 6 | 0 | 0 | 6 | 100% | 6 | 0 | 0 | 6 | 100% |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other than permanent | 642 | 0 | 0 | 642 | 100% | 491 | 0 | 0 | 491 | 100% |
| Male | 578 | 0 | 0 | 578 | 100% | 476 | 0 | 0 | 476 | 100% |
| Female | 64 | 0 | 0 | 64 | 100% | 15 | 0 | 0 | 15 | 100% |
| 3. Details of remuneration/salary/wages, in the following format: | | | | | | | | | | |
| a. Median remuneration/wages: | | | | | | | | | | |
| | Male | | | | Female | | | | | |
| | Number | Median remuneration/salary/wages of respective category | | | Number | Median remuneration/salary/wages of respective category | | | | |
| Board of Directors (BoD) | 5 | 5,00,000 | | | 1 | 5,00,000 | | | | |
| Key Managerial Personnel | 3 | 1,39,20,252 | | | 0 | 0 | | | | |
| Employees other than BoD and KMP | 564 | 6,93,390 | | | 13 | 10,44,672 | | | | |
| Workers | 5 | 5,70,505 | | | 0 | 0 | | | | |
| <i>601 is average for entire year, 585 is the actual number as on 31st March 2024</i> | | | | | | | | | | |
| b. Gross wages paid to females as % of total wages paid by the entity, in the following format: | | | | | | | | | | |
| Gross wages paid to females as % of total wages | | | | | FY 2023-24 (Current Financial Year) | | | FY 2022-23 (Previous Financial Year) | | |
| | | | | | 2.68% | | | 2.61% | | |
| 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. | | | | | MCFL is committed to providing a safe and positive work environment. In Keeping with this philosophy, the organization envisages an open-door policy. Employee also have access to several forums where they can highlight matters or concerns faced at the workplace. | | | | | |

| | | | | | | |
|---|--|--|---|---|--|----------------|
| 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 | 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 2023-24 (Current Financial Year) | | FY 2022-23 (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. | Grievance mechanism with respect to Code of Business Conduct is in place. | | | | | |
| 9. Do human rights requirements form part of your business agreements and contracts? (Yes/No) | Yes, The same clause is not specifically mentioned in the agreement, however, the contracts includes compliance of all the applicable laws, rules and regulations. | | | | | |
| 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 9 above. | Not applicable | | | | | |
| Leadership Indicators | | | | | | |
| 1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints. | None | | | | | |
| 2. Details of the scope and coverage of any Human rights due-diligence conducted. | Not conducted | | | | | |
| 3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? | Corporate office, Admin building has differently abled friendly design, with proper ramps, braille's in lift and differently abled toilet. | | | | | |
| 4. Details on assessment of value chain partners: | | | | | | |
| | % of value chain partners (by value of business done with such partners) that were assessed | | | | | |
| Sexual Harassment | Nil | | | | | |
| Discrimination at workplace | Nil | | | | | |
| Child Labour | Nil | | | | | |
| Forced Labour/Involuntary Labour | Nil | | | | | |
| Wages | Nil | | | | | |
| Others – please specify | Nil | | | | | |
| 5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above. | Not Applicable | | | | | |

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

Essential Indicators

| 1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format: | | | |
|---|---|---|--|
| Parameter | FY 2023-24 (Current Financial Year) (Giga Joules) | FY 2022-23 (Previous Financial Year) (Giga Joules) | |
| From renewable sources | | | |
| Total electricity consumption (A) | 7,230* | 59,927 | |
| Total fuel consumption (B) | 0 | 0 | |
| Energy consumption through other sources (C) | 0 | 0 | |
| Total energy consumed from renewable sources (A+B+C) | 7,230 | 59,927 | |
| <i>* renewable electricity purchased from grid is on a lower side in FY24 due to non-availability, hence a reduction in number as compared to last year</i> | | | |
| From non-renewable sources | | | |
| Total electricity consumption (D) | 9,508 | 150 | |
| Total fuel consumption (E) | 49,95,142 | 40,09,929 | |
| Energy consumption through other sources (F) | 0 | 0 | |
| Total energy consumed from non-renewable sources (D+E+F) | 50,04,650 | 40,10,079 | |
| Total energy consumed (A+B+C+D+E+F) | 50,11,880 | 40,70,006 | |
| Energy intensity per rupee of turnover (Total energy consumed/revenue from operations) | 0.00013 | 0.00011 | |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) | The Company serves only India market, with no exports outside the country. Hence PPP is not applicable. | The Company serves only India market, with no exports outside the country. Hence PPP is not applicable. | |
| Energy intensity in terms of physical output (GJ/Tons) | 4.6 | 5 | |
| Energy intensity (optional) | - | - | |
| Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. | | No | |
| 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. | Urea production is identified under PAT Scheme, energy saving targets for the Company were achieved for PAT Cycle I and II, while targets are not assigned to fertilizer industries (Urea Sub-sector) thereafter. | | |
| 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 | 0 | 0 | |
| (ii) Ground water | 0 | 0 | |
| (iii) Third party water (tanker) | 0 | 0 | |
| (iv) Sea water/desalinated water | 0 | 0 | |
| (v) Water from municipal corporation | 24,32,300 | 24,23,250 | |
| (vi) Water Bottles/Aquaguard (Ltr X number of bottle) (KL) | - | - | |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 24,32,300 | 24,23,250 | |

| | | | |
|--|---|---|---|
| Total volume of water consumption (in kilolitres) | 26,87,711* | 24,23,250 | |
| <i>*the number includes water treated & re-used within the plant premises</i> | | | |
| Water intensity per rupee of turnover (Total water consumption/Revenue from operations) | 0.000071 | 0.000068 | |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) | The Company serves only India market, with no exports outside the country. Hence PPP is not applicable. | - | |
| Water intensity in terms of physical output (kl/Tons) | 2.4 | 3 | |
| Water intensity (optional) – per employee | - | - | |
| Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. | | No | |
| 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 | 0 | 0 | |
| No treatment | | | |
| With treatment – please specify level of treatment | | | |
| (ii) To Ground water | 0 | 0 | |
| No treatment | | | |
| With treatment – please specify level of treatment | | | |
| (iii) To Sea water | 0 | 0 | |
| No treatment | | | |
| With treatment – please specify level of treatment | | | |
| (iv) Sent to third-parties | 0 | 0 | |
| No treatment | | | |
| With treatment – please specify level of treatment | | | |
| (v) Others | 0 | 0 | |
| No treatment | | | |
| With treatment – please specify level of treatment | | | |
| Total water discharged (in kilolitres) | 0 | 0 | |
| Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. | | No | |
| 5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. | Yes. The entire plant situated at Panambur is a ZLD facility. | | |
| 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/t of Urea | 0.44 | 0.35 |
| Sox | Kg/t of Sulphuric Acid | 0.98 | 0.94 |
| Particulate matter (PM) | Kg/t of Urea | 0.67 | 0.66 |
| | Kg/t DAP+NP20 | 0.29 | 0.39 |
| Persistent organic pollutants (POP) | - | Nil | Nil |
| Volatile organic compounds (VOC) | - | Nil | Nil |
| Hazardous air pollutants (HAP) | - | Nil | Nil |
| Others – please specify | - | 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. | | | No |

| 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 CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | tCO ₂ e | 2,81,059 | 2,24,845 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | tCO ₂ e | 1891* | 30 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations) | tCO ₂ e | 0.0000075 | 0.0000062 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP) | - | The Company serves only India market, with no exports outside the country. Hence PPP is not applicable. | The Company serves only India market, with no exports outside the country. Hence PPP is not applicable. |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | tCO ₂ e/Tons of production | 0.26 | 0.27 |
| Total Scope 1 and Scope 2 emission intensity (optional) – per employee | - | - | - |
| *There is a drastic increase in Scope 2 emissions as compared to FY23. The reason being last year, major portion of energy bought from Grid was renewable energy. This year, due to unavailability, it was replaced by non-renewable electricity from grid. | | | |
| Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. | | | No |
| 8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. | The Company purchases renewable energy from grid. Additionally, renewable energy is also purchased on-site through solar. The Company also purchases Renewable energy certificates. | | |
| 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) | 1,895 | 1,700 | |
| E-waste (B) | 3.93 | 21.18 | |
| Bio-medical waste (C) | 0.09 | 0.11 | |
| Construction and demolition waste (D) | Nil | Nil | |
| Battery waste (E) | 1.53 | 6.2 | |
| Radioactive waste (F) | Nil | Nil | |
| Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. (G) | Used oil = 43.7 Waste oil = 245.09 Spent catalyst = 112.55 Discarded container = 0.64 Spent carbon = 3.99 Spent cake = 10.15 | Used oil = 14.16 Waste oil = 91.13 Spent catalyst = 0 Discarded container = 3.24 Spent cake = 10.62 | |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | Metal and metal bearing waste = 499.61 Rubber waste = 10.20 | Metal and metal bearing waste = 495.84 | |
| Total (A+B+C+D+E+F+G+H) | 2,826.48 | 2,342.48 | |
| Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) | 0.000000074 | 0.000000064 | |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP) | The Company serves only India market, with no exports outside the country. Hence PPP is not applicable. | The Company serves only India market, with no exports outside the country. Hence PPP is not applicable. | |
| Waste intensity in terms of physical output (tons/tons of production) | 0.003 | 0.003 | |
| Waste intensity (optional) – the relevant metric may be selected by the entity | - | - | |

| | | | | | | |
|--|--|--|---|---|---|--------------------------|
| 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 | | 1,895 | | | | |
| (ii) Re-used | | 10.15 | | | | |
| (iii) Other recovery operations | | - | | | | |
| Total | | 1,905.15 | | | | |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | | | | | |
| Category of waste | | | | | | |
| (i) Incineration | | - | | | | |
| (ii) Landfilling | | - | | | | |
| (iii) Other disposal operations | | 927.65 | | | | |
| Total | | 927.65 | | | | |
| Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. | | | | | No | |
| 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 | | <p>The Company has a well-established and mature process for waste collection, sorting, segregation and reuse. It engages qualified waste disposal/recycling contractors authorized by the Karnataka State Pollution Control Board (KSPCB) to handle waste in compliance with regulations. Additionally, the Company is registered with the Central Pollution Control Board (CPCB) as a Brand Owner under the Plastic Waste Management Rule 2016. It has also partnered with a Waste Management Agency to manage the collection, transportation and recycling of plastic waste generated in the market.</p> <p>At our manufacturing sites, we have designated areas for waste collection. All types of waste are segregated at their sources, stored appropriately and disposed off through Pollution Control Board-authorized waste handling agencies.</p> | | | |
| 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: | | | | | |
| | Sl. 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 | | |
| | Not Applicable | | | | | |
| 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: | | | | | |
| | Sl. No. | Specify the law/regulation/guidelines which was not complied with | Provide details of the non-compliance | Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any | |
| | 1 | None | NA | NA | NA | |

| Leadership Indicators | | | |
|------------------------------|--|--|---|
| 1. | Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): | | |
| | For each facility/plant located in areas of water stress, provide the following information: | | |
| | (i) Name of the area | None | |
| | (ii) Nature of operations | - | |
| | (iii) Water withdrawal, consumption and discharge 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 | 0 | 0 |
| | (ii) Ground water | 0 | 0 |
| | (iii) Third party water | 0 | 0 |
| | (iv) Sea water/desalinated water | 0 | 0 |
| | (v) Others | 0 | 0 |
| | Total volume of water withdrawal (in kilolitres) | 0 | 0 |
| | Total volume of water consumption (in kilolitres) | 0 | 0 |
| | Water intensity per rupee of turnover (Water consumed/turnover) | - | - |
| | Water intensity (optional) – the relevant metric may be selected by the entity | 0 | 0 |
| | Water discharge by destination and level of treatment (in kilolitres) | | |
| | (i) Into Surface water | 0 | 0 |
| | No treatment | | |
| | With treatment – please specify level of treatment | | |
| | (ii) Into Ground water | 0 | 0 |
| | No treatment | | |
| | With treatment – please specify level of treatment | | |
| | (iii) Into Sea water | 0 | 0 |
| | No treatment | | |
| | With treatment – please specify level of treatment | | |
| | (iv) Sent to third-parties | 0 | 0 |
| | No treatment | | |
| | With treatment – please specify level of treatment | | |
| | (v) Others | 0 | 0 |
| | No treatment | | |
| | With treatment – please specify level of treatment | | |
| | Total water discharged (in kilolitres) | 0 | 0 |
| | Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency | | No |
| 2. | Please provide details of total Scope 3 emissions & its intensity, in the following format: | | |
| | Parameter | Unit | FY 2023-24 (Current Financial Year) |
| | FY 2022-23 (Previous Financial Year) | | |
| | Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | Not available |
| | Total Scope 3 emissions per rupee of turnover | - | - |
| | Total Scope 3 emission intensity (optional) – per employee | - | - |
| | Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. | | No |

| | | | |
|--|---|---|---|
| 3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. | Not Applicable | | |
| 4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format: | | | |
| Sl. No. | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
| 1. | Revamp of Process Air Heater F-4202 to reduce pressure drop | With reduction in pressure drop across F-4202, tail end pressure was increased by about 1.2 kg/cm ² . It has resulted in reduction in steam consumption in Syngas turbine Q-5401. | Reduction in pressure drop across the fired heater by 50% resulting in reduction in steam consumption in turbine. |
| 2. | Replacement of anticorrosion air blower | Anticorrosion Air supply blower in Urea plant is replaced with energy efficient trilobe type blower operated with VFD. | Reduction in energy consumption in air blower. |
| 3. | Installation of Seal Gas Recovery Unit for Refrigeration Compressor | Seal gas (ammonia) was vented after separation oil. A superfine filtration system is installed to recover ammonia vapors to filter oil and recovered (filtered) ammonia vapors are recycled back to suction of the compressor, thus completely avoiding venting of ammonia to atmosphere. | Recovery of ammonia. |
| 4. | Replacing EP901B cooling water pump induction motor with energy efficient induction motor | Utilities - Savings in electricity | Saving in electrical energy |
| 5. | Replacing EP1107 additional HP ammonia pump induction motor and mechanical torque converter with energy efficient motor and VFD | Urea plant - Savings in electricity | Saving in electrical energy |
| 5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link. | <p>Yes. The Company has a business continuity and disaster management plan.</p> <p>Business Continuity Plan Following systems and procedures are in place at factory in case of major disruption due to fire, flood or any other act of God</p> <ul style="list-style-type: none"> • Gas leak detectors for NG and Hydrogen leaks • Earthing and bonding to prevent static charges • Safe shutdown system and high vents • The plant is designed for Wind Speed of 160 KM/Hr, Seismic Zone 3 • Periodic Risk Based Inspection, Statutory Inspection, Annual Turn Around, RLA, replacement of aged equipment • Well laid underground Fire hydrant system • Periodic mock drills • Long term contracts for Raw material and water supplies • Dedicated Fire & Safety Department <p>Disaster Management Plan</p> <ul style="list-style-type: none"> • Plants are equipped with Advanced Process Control, Safe shutdown System, Trip interlocks, Burner Management System • On-site Emergency plan is in place • Mutual Aid agreements with neighbouring industries | | |
| 6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard | Not available | | |
| 7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. | Not available | | |

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. | | | 10 | |
| | 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. | | | | |
| | | Sl. No. | Name of the trade and industry chambers/associations | | Reach of trade and industry chambers/ associations (State/National) | |
| | | 1 | Fertilizer Association of India, Delhi | | National | |
| | | 2 | National Safety Council | | National | |
| | | 3 | Construction Chemicals Manufacturers Association | | National | |
| | | 4 | Institute of Fire Engineers (India) | | National | |
| | | 5 | National Institute of Personnel Management | | National | |
| | | 6 | Institute of Engineers | | National | |
| | | 7 | Indian Medical Association | | National | |
| | | 8 | Kanara Chamber of Commerce and Industry | | State | |
| | 9 | State Fertilizer Marketing Association | | State | | |
| | 10 | Karnataka Employers' 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 | |
| Nil | | | | | | |
| Leadership Indicators | | | | | | |
| 1. Details of public policy positions advocated by the entity: | | | | | | |
| | Sl. No. | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/Half yearly/ Quarterly/Others – please specify) | Web Link, if available |
| None | | | | | | |

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: | | | | | |
| | Sl. No. | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R |
| Not Applicable | | | | | | |
| 3. | Describe the mechanisms to receive and redress grievances of the community. | | | Grievance redressal with the community is generally through in-person meetings. We hold special events to interact with farmers and suppliers to engage with them and redress their grievances. | | |

| | | | | |
|--|---|--|---|---|
| 4. Percentage of input material (inputs to total inputs by value) sourced from suppliers: | | | | |
| Parameter | | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) | |
| Directly sourced from MSMEs/small producers | | 3.8% | 2.78% | |
| Directly sourced within India | | 58.38% | 70.92% | |
| 5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost: | | | | |
| Location | | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) | |
| Rural | | 0% | 0% | |
| Semi-urban | | 83% | 77% | |
| Urban | | 2% | 2% | |
| Metropolitan | | 15% | 21% | |
| Leadership Indicators | | | | |
| 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): | | | | |
| Details of negative social impact identified | | Corrective action taken | | |
| Nil | | Nil | | |
| 2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: | | | | |
| Sl. No. | State | Aspirational District | Amount spent (In INR) | |
| 1 | Karnataka | Raichur | 7,44,145 | |
| 2 | Karnataka | Yadagiri | 0 | |
| 3. (a) | Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) | | No | |
| (b) | From which marginalized/vulnerable groups do you procure? | | Not applicable | |
| (c) | What percentage of total procurement (by value) does it constitute? | | Not applicable | |
| 4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge: | | | | |
| Sl. No. | Intellectual Property based on traditional knowledge | Owned/Acquired (Yes/No) | Benefit shared (Yes/No) | Basis of calculating benefit share |
| 1. | Patents | No | No | - |
| 2. | Trademark | No | No | - |
| 3. | Copyrights | No | No | - |
| 5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. | | | | |
| Name of authority | | Brief of the Case | Corrective action taken | |
| | | None | | |
| 6 Details of beneficiaries of CSR Projects: | | | | |
| Sl. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups | |
| 1 | Mangala Raittha Pratibhe | 2,870 | 100% | |
| 2 | Project Eye Care and Health Care | 1,196 | 100% | |
| 3 | Mangala Akshara Mitra | 4,028 | 100% | |
| 4 | Swatch Vidyalaya | 450 | 100% | |
| 5 | Community Development and Rural Development | 2,000 | 100% | |
| 6 | Environmental Sustainability | 10,000 | 100% | |
| 7 | Drone Didi | 1,500 | 100% | |

| 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 have provided customer care number & email IDs in all our packages. Contact details are also provided on the Company website: (https://www.mangalorechemicals.com/home/contactus) | | | | |
| 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 | Nil | Nil | NA | Nil | Nil | NA |
| | Advertising | Nil | Nil | NA | Nil | Nil | NA |
| | Cyber-security | Nil | Nil | NA | Nil | Nil | NA |
| | Delivery of Products | Nil | Nil | NA | Nil | Nil | NA |
| | Quality of Products | Nil | Nil | NA | Nil | Nil | NA |
| | Restrictive Trade Practices | Nil | Nil | NA | Nil | Nil | NA |
| | Unfair Trade Practices | Nil | Nil | NA | Nil | Nil | NA |
| | Other | Nil | Nil | NA | Nil | Nil | NA |
| 4. | Details of instances of product recalls on account of safety issues: | | | | | | |
| | | Number | | Reasons for recall | | | |
| | Voluntary recalls | Nil | | Nil | | | |
| | Forced recalls | Nil | | Nil | | | |
| 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. Policy on Cyber Security is available on Company's Website: https://www.mangalorechemicals.com/investor/investor_cyber_security_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. | | | NA | | | |
| 7. | Provide the following information relating to data breaches: | | | | | | |
| | a. Number of instances of data breaches | | | Nil | | | |
| | b. Percentage of data breaches involving personally identifiable information of customers | | | Nil | | | |
| | c. Impact, if any, of the data breaches | | | Nil | | | |
| Leadership Indicators | | | | | | | |
| 1. | Channels/Platforms where information on products and services of the entity can be accessed (provide web link, if available). | | Information on products and services can be accessed through Company's Weblink - https://www.mangalorechemicals.com | | | | |
| 2. | Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. | | MCFL is conducting farmers education workshops and sessions for optimum use of fertilizers and efficient farming. They are also educating the consumers on safe & responsible use of products through farmer's awareness programmes like farmer's meetings, crop seminars, method demonstrations, field days and intensive customer contact programmes and also through Jai Kisaan Farmer app. | | | | |
| 3. | Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. | | MCFL is coming up with Farmers connect online platform to enable better interaction with the farmers on a digital front. This would help cover a wide number of target audience. MCFL is also continuously in touch with its trade channel partners in addition to the periodic meets that are held. Through this medium, product as well as service-related updates are provided to the channel partners to keep them at pace with the market. Farmer awareness programmes are also held during which any updates can be conveyed by the business. | | | | |
| 4. | Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/ No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) | | Yes. All the declarations on the Company's packaging are based on the Fertilizer Control Order and Legal Metrology guidelines. | | | | |