

July 31, 2024

DCS-CRD BSE Limited First Floor, New Trade Wing Rotunda Building, Phiroze Jeejeebhoy Towers Dalal Street, Fort, Mumbai 400001 Fax No.2272 3121/2037/2039 Stock Code: 543213	Listing Compliance National Stock Exchange of India Ltd. Exchange Plaza, 5 th Floor, Plot No. C/1, 'G' Block, Bandra- Kurla Complex Bandra East, Mumbai 400 051 Fax No.2659 8237/8238 Stock Code: ROSSARI
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Dear Sir/Madam,

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

Pursuant to the Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, please find enclosed herewith Business Responsibility and Sustainability Report ("BRSR") of the Company for the Financial Year 2023-24. The BRSR forms an integral part of the Integrated Annual Report for the Financial Year 2023-24.

The BRSR is also available on the website of the Company at www.rossari.com.

The same may please be taken on record and suitably disseminated to all concerned.

Thanking you,

Yours Sincerely,
For Rossari Biotech Limited

Parul
Gupta

Digitally signed by
Parul Gupta
Date: 2024.07.31
19:33:33 +05'30'



Parul Gupta
Head - Company Secretary & Legal
Membership No.: A38895

Encl.: as above

ROSSARI BIOTECH LIMITED

(An ISO 9001:2015 & 14001:2015 Certified Company), CIN: L24100MH2009PLC194818

Regd. Office : 201 A - B, 2nd Floor, Akruti Corporate Park, L.B.S Marg, Next to GE Gardens, Kanjurmarg (W), Mumbai - 400078, India. T : +91-22-6123 3800 F : +91-22-2579 6982

Factory : Plot No. 10 & 11, Survey No. 90/1/10/ & 90/1/11/1, Khumbharwadi, Village Naroli, Silvassa - 396235, Dadra & Nagar Haveli (U.T.), India. T : 0260-669 3000

: Plot No. D3/24/3, Opposite Yokohama Tyre, Phase III, G.I.D.C Dahej, Village Galenda, Taluka Vagra, Bharuch-Gujarat - 392130, India. T : +91 2641-661621

✉ info@rossari.com

🌐 www.rossari.com



HOME, PERSONAL CARE AND PERFORMANCE CHEMICALS



TEXTILE SPECIALITY CHEMICALS



ANIMAL HEALTH AND NUTRITION

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

For Rossari, sustainability has always involved environmental, social and economic considerations into its business operations to ensure long-term success while minimising negative impacts on the planet and the society. We have always believed that in today’s interconnected world, sustainability is not just a trend but a fundamental requirement for long-term prosperity.

We look at it as from reducing environmental footprint to promote social equity. Sustainability initiatives are key drivers of innovation, efficiency, and competitive advantage. Through sustainable practices, we can build trust with stakeholders, enhance brand reputation, and unlock new opportunities for growth and market leadership.

As we navigate the complexities of the 21st century, let us remember that sustainability is not just a choice but a responsibility - one that holds the key to shaping a brighter and more prosperous future for all.



PRINCIPLE – 1

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable



PRINCIPLE – 2

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



PRINCIPLE – 3

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



PRINCIPLE – 4

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



PRINCIPLE – 5

Businesses should respect and promote human rights



PRINCIPLE – 6

Businesses should respect and make efforts to protect and restore the environment



PRINCIPLE – 7

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



PRINCIPLE – 8

Business should promote inclusive growth and equitable development



PRINCIPLE – 9

Businesses should engage with and provide value to their consumers in a responsible manner

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

SECTION A : GENERAL DISCLOSURES

I. Details of the Company

1.	Corporate Identity Number (CIN) of Company	L24100MH2009PLC194818
2.	Name of Company	Rossari Biotech Limited
3.	Year of Incorporation	2009
4.	Registered Office	201 A & B, Akruiti Corporate Park, L.B.S Marg, Next to GE Gardens, Kanjurmarg (West), Mumbai 400078.
5.	Corporate Office Address	
6.	Contact Number (Telephone)	+91 22 6123 3800
7.	Email	info@rossari.com
8.	Website	www.rossari.com
9.	Financial Year of Report	2023-24
10.	Stock Exchange where the shares of the Company are Listed	BSE Limited (Stock Code : 543213) National Stock Exchange of India Limited (Stock Code : ROSSARI)
11.	Paid up Capital (₹ in million)	₹ 110.49 million
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR	Parul Gupta Company Secretary & Compliance Officer Contact Details: E-mail: investors@rossari.com Direct No.: +91 22 6123 3800
13.	Reporting Boundary	Standalone
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacture of Chemical and Chemical Products	The Company is mainly engaged in the business of manufacturing of Specialty Chemicals for Textile, Home and Personal Care and Animal Health and Nutrition.	100

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of organic and inorganic chemical compounds n.e.c.	20119	100

III. Operations

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

Locations	Number of plants	Number of offices	Total
National	2	1	3
International	-	2	2
		(Company through its representative office has operations in Bangladesh and Vietnam)	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

19. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	36*
International (No. of Countries)	25

*28 States and 8 Union Territories

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

The exports of the Company contribute to nearly 22% of its total turnover as of 31st March, 2024.

c. A brief on types of customers:

As one of the leading specialty chemicals manufacturers, we cater to a diverse range of customers across various industries. Here's a brief overview of the types of customers we serve:

Home Personal Care and Performance Chemicals (HPPC) Industry

We provide specialised chemicals to companies in HPPC industry, supporting them in the production of home care, personal care and performance products. Our solutions are tailored to enhance the quality and performance of consumer goods in this fast-paced industry.

Textile Industry

Our textile specialty chemicals cater to the needs of textile manufacturers offering solutions for various textile processes. We support our textile industry customers in achieving desired aesthetics, durability and performance in their products.

Animal Health, Nutrition and Poultry Industry

Our animal health and nutrition products also extend to the animal feed industry. We offer additives and supplements that enhance the nutritional value of animal feed, promoting better health and growth outcomes for livestock.

Further, we serve customers in the poultry industry by providing animal health and nutrition products. These solutions are designed to optimise the health, growth and productivity of poultry livestock, ensuring better outcomes for poultry farmers.

Our commitment to innovation and excellence drives us to continuously monitor industry trends and develop customised solutions. We leverage technical innovation in both formulation and application to deliver specific solutions that addresses the precise needs of our customers across these industries.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	388	326	84.02	62	15.98
2.	Other than Permanent (E)	15	8	53.33	7	46.67
3.	Total employees (D + E)	403	334	82.88	69	17.12
WORKERS						
4.	Permanent (F)	62	62	100.00	-	-
5.	Other than Permanent (G)	679	612	90.13	67	9.87
6.	Total workers (F + G)	741	674	90.96	67	9.04

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	-	-	1	100.00
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	1	-	-	1	100.00
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33
Key Management Personnel	2	1	50.00

22. Turnover rate for permanent employees and workers:

Particulars	Financial Year 2023-24 (Turnover rate in current Financial Year)			Financial Year 2022-23 (Turnover rate in previous Financial Year)			Financial Year 2021-22 (Turnover rate in the year prior to the previous Financial Year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	41.19	31.75	46.87	26.09	30.40	26.75	23.29	17.14	22.40
Permanent Workers	1.64	-	1.64	-	-	-	1.59	-	1.59

*The Company has adhered to the guidelines issued by the Securities and Exchange Board of India ("SEBI") for Business Responsibility and Sustainability Report ("BRSR") for calculating the turnover rate for current Financial Year and accordingly, the same is also adjusted for previous Financial Year(s).

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

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

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Buzil Rossari Private Limited	Wholly Owned Subsidiary	100	Yes
2.	Rossari Consumer Products Private Limited	Wholly Owned Subsidiary	100	Yes
3.	Tristar Intermediates Private Limited*	Wholly Owned Subsidiary	100	Yes
4.	Rossari Bangladesh Limited [#]	Wholly Owned Subsidiary	100	Yes
5.	Unitop Chemicals Private Limited	Subsidiary	80	Yes
6.	Romakk Chemicals Private Limited	Subsidiary [®]	50.10	Yes

*Tristar Intermediates Private Limited became a Wholly Owned subsidiary of the Company on 12th April, 2023

[#]Rossari Bangladesh Limited was incorporated with effect from 10th August, 2023

[®]As per the provisions of Companies Act, 2013

Note : Rossari encourages its Subsidiary Companies to participate in Business Responsibility ("BR") initiatives.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

VI. CSR Details

24. Details of CSR :

(₹ in million)

(i) Whether CSR is applicable as per section 135 of the Companies Act, 2013	▶ Yes
(ii) Turnover (2023-24)	▶ 12,029.10
(iii) Net worth (2023-24)	▶ 9,603.40

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)	Financial Year 2023-24 (Current Financial Year)			Financial Year 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
Communities	Yes https://www.rossari.com/enquiry/	-	-	-	-	-	-
Investors (other than shareholders)	Yes https://www.rossari.com/enquiry/	-	-	-	-	-	-
Shareholders	Yes https://www.rossari.com/investors-contact/	2	0	-	1	0	-
Employees and workers	Yes https://www.rossari.com/wp-content/uploads/2022/02/Whistle-Blower-Policy.pdf	-	-	-	-	-	-
Customers	Yes https://www.rossari.com/enquiry/	-	-	-	-	-	-
Value Chain Partners	Yes https://www.rossari.com/enquiry/	-	-	-	-	-	-
Other	Yes https://www.rossari.com/enquiry/	-	-	-	-	-	-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Material assessments undertaken generally include a sustainability-focused approach into our corporate strategy. We aim to periodically conduct materiality assessments to understand key topics that could significantly impact our business operations, our environment as well as our stakeholders. Further, our prioritised material topics represent the contours of our Sustainability Reports:

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change	Risk & Opportunity	<p>Risk: Changes in climatic conditions manifest in the form of increased physical and transition risks which if not managed appropriately could impact business operations.</p> <p>The transition to a low-carbon economy presents businesses with a spectrum of regulatory and market risks, among these are evolving consumer preferences, and the uncertain landscape of future government policies and regulations. It's imperative for businesses to adopt responsible practices to secure long-term value.</p> <p>Opportunity: By developing and offering sustainable products and services, companies can tap into the growing market demand for environmentally friendly options, creating new revenue streams. Implementing energy-efficient practices can lead to significant cost savings and improved operational margins. Businesses that adopt sustainable practices early can position themselves as industry leaders, enhancing their brand and reputation.</p>	<p>(a) We have implemented the following practices to tackle climate change:</p> <ol style="list-style-type: none"> 1. Adoption of green initiatives to reduce carbon footprints. 2. Use of renewable sources of energy for manufacturing and reduction in dependency on non-renewable energy sources. 3. Active participation in tree plantation programmes around the vicinity of our Plant Locations. 4. Installation of 650 KVA Solar Panel <p>(b) Include climate change in our long-term strategies and decision-making.</p> <p>(c) Focus on energy conservation, improving renewable energy footprint, using alternate water sources, and ensuring water neutrality, emission reduction across operations and logistics.</p>	Both

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Green Chemistry	Opportunity	<p>Opportunity:</p> <p>Taking in account the changing consumer needs towards green products the Company is well equipped to cater the said needs as the Company is backed by state-of-the-art research and development centre located at IIT Bombay.</p> <p>Further the Company strongly believes that Green Chemistry presents numerous benefits for the environment, society, and economy. These encompasses minimising the utilisation of harmful chemicals and waste, conserving energy and resources, improving the efficiency and quality of chemical products and processes, and stimulating innovation and ingenuity.</p>		Positive
3.	Health and Safety	Risk	<p>Risk:</p> <p>In Chemical Industry, Poor health and safety practices can disrupt operations, leading to delays, and exposure to reputational and legal risks.</p>	<p>Employee health and Safety is deeply ingrained in our values</p> <p>(a) The Company prioritises employee health and safety through its policies and fosters an inclusive and rewarding work environment to keep them motivated.</p> <p>(b) Regular conduct of Health and Safety trainings, Health Checkups and awareness sessions.</p> <p>(c) Adopting measures such as On-Site Emergency Plan, Standard Operating Procedures, On-Site safety rules and administrative controls.</p> <p>(d) Conduct of Safety Audits on a yearly basis by an external agency and a check on regular intervals by head officials of the Company based on pre-defined check points.</p> <p>(e) Regularly conducting Hazardous and Operative Study (HAZOP) and Hazard Identification and Risk Assessment (HIRA) studies for any raw material or product.</p>	Negative

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Development of Human Capital	Risk & Opportunity	<p>Risk: High turnover rates can pose risks to businesses, including increased recruitment and training costs, loss of institutional knowledge, and decreased productivity.</p> <p>Non-compliance with labour laws, employment regulations, and workplace safety standards can expose businesses to legal risks and financial penalties.</p> <p>Opportunity: Employees represent a valuable asset and opportunity for businesses to achieve sustainable growth, competitive advantage, and long-term success.</p> <p>Employees bring Innovation and creativity which often bring diverse perspectives, experiences, and ideas to the table which in turn brings enhanced productivity and efficiency within an organisation.</p>	<p>(a) Identifying and developing the talent pipeline for all individuals in leadership position.</p> <p>(b) Regular engagement evaluation and identification of areas of concerns of the Employees and making conscious efforts to resolve such concerns.</p> <p>(c) Compliance with regulations related to wages, working hours, employee rights, and health and safety requirements to mitigate these risks.</p> <p>(d) Fostering a culture of diversity and inclusion, prioritising employee well-being and engagement and providing training and support to enhance employee satisfaction, productivity, and long-term success.</p>	Both
5.	Evolving Regulatory Landscape	Risk	<p>Risk: Non-compliances and penalties may result in a direct impact on the operations of the Company and cause financial stress.</p> <p>Imposition of fines/penalties can have a significant impact on the financial health and reputation of the Company.</p>	<p>(a) Regularly monitoring of relevant laws, regulations, and industry standards to stay informed about any changes or updates.</p> <p>(b) Ensuring well-governed compliance framework and controls.</p> <p>(c) Conduct regular risk assessments to identify and evaluate potential compliance risks across different areas of the business.</p> <p>(d) Implemented compliance software to monitor applicable compliances and incorporate the amendments on a regular basis.</p> <p>(e) Adhering to laws not just in words but also in its spirit.</p>	Negative

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Ethics, Integrity and Governance	Risk & Opportunity	<p>Risk: Ethical misconduct, lack of integrity, or poor governance practices can result in legal and regulatory violations.</p> <p>Ethical misconduct or governance deficiencies can negatively affect employee morale, engagement and retention.</p> <p>Ethical misconduct, integrity breaches, or governance failures can create operational risks for organisations.</p> <p>Opportunity: Embracing high ethical standards, integrity, and strong governance practices can enhance a Company's reputation and brand value.</p> <p>By prioritising ethics, integrity, and governance, businesses can build trust and foster stronger relationships with stakeholders.</p> <p>Investing in robust governance structures can help businesses mitigate risks and build resilience and can foster a culture of innovation and long-term value creation.</p>	<p>(a) 'The Rossari Code' ensures ethical code of conduct in the Company.</p> <p>(b) Providing regular ethics training and awareness programmes.</p> <p>(c) Sensitising the workforce about the ill effects of having unethical practices and legal implications allied to it.</p> <p>(d) Implementing effective governance structures and oversight mechanism.</p> <p>(e) Encouraging reporting mechanisms for whistleblowers to raise concerns confidentially through our Whistle Blower Policy.</p> <p>(f) Promoting a culture of integrity, accountability and transparency.</p>	Both
7.	Information / Cyber Security	Risk	<p>Risk: Loss of sensitive and confidential information and impact on the reputation of the Company.</p> <p>Threats of external cyber-attacks/ hacking and internal leakage/ modification of information/ failure to protect information.</p>	<p>(a) Continuous protection of confidential information across the IT landscape.</p> <p>(b) Investment in contemporary IT tools to ensure adequate protection of underlying data.</p> <p>(c) Approaching to adopt cyber security assessment and penetration testing across all sites.</p> <p>(d) Conducting periodic audits to ensure that the Information Technology Mechanism is in place and take corrective measures promptly if required.</p> <p>(e) Ensuring regular data planning and Backups to mitigate the loss of data.</p>	Negative

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	Brand Reputation	Risk & Opportunity	<p>Risk: Negative publicity, scandals or controversies from any news/ reports arising out of any act/ inaction by the Company can lead to doubts about the Company's integrity, reliability and commitment which in turn can erode the trust and credibility amongst customers, employees, investors and other stakeholders.</p> <p>Opportunity: To improve brand presence and reputation through proactively managing possible issues. Fosters trust and loyalty among the customers. Attracts new talents in the organisation to help the business grow.</p>	<p>(a) Active monitoring of feedback on social media and addressing concerns in a timely manner.</p> <p>(b) Ensuring that the consumer complaints are actively addressed and resolved in a timely manner which helps to create a good customer service experience for the consumers.</p> <p>(f) Proactive approach in managing stakeholder relationships and addressing their issues promptly and transparently will aid in maintaining sustainable relationships with all the Company's stakeholders.</p> <p>(g) Strengthening corporate governance norms, including adherence to the code of conduct by all.</p>	Both

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and management processes										
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.rossari.com/corporate-governance/									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*
4. Name of the national and international codes/ certifications/ labels/ standards	All policies conform to the applicable laws of the country, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (" Listing Regulations "), and National Guidance on Responsible Business Conduct. In addition, the policies have been formulated in accordance with the ISO standards wherever applicable.									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company's approach to sustainable development is incorporated into its business strategy. An integral part of its sustainable journey and its continuous endeavour to protect the environment through conservation of water and energy, minimisation of waste and environmentally sound disposal. The Company is focused on areas of climate change, energy, greenhouse gases, renewable energy, tree plantation, water, and packaging waste. With a clear roadmap in mind and focus, the performance of these goals and material topics have been identified and will be reviewed in the internal review meetings. Major focus areas for upcoming years are exploring various route to reduce Carbon Footprint from the Business and Enhancing social inclusion by helping economically vulnerable people for work and income.									

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	Where this report shows the initiatives and steps taken by the Company towards sustainability, we have identified our ESG focused areas and materiality topics during the Financial Year under review. We will present the performance of the Company against specific commitments in the years to come.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>Mr. Sunil Chari, Managing Director of the Company is responsible for the sustainability initiatives.</p> <p>From the outset, sustainability has been the cornerstone of our operations. We view it not just as a societal duty, but as an opportunity to thrive by doing good.</p> <p>Our commitment to sustainability extends beyond rhetoric; it is ingrained in every aspect of our business. We strive to offer our customers sustainable products supported by a robust business model. This dedication is evident in our tailored, environmentally responsible, and cost-effective solutions, which we continue to refine.</p> <p>As a leader in the domestic market for environmentally friendly products, we advocate for sustainable practices and green chemistry. We believe this commitment will drive our future growth, as sustainable advantages become increasingly pivotal.</p> <p>At Rossari, we actively pursue initiatives for water conservation, energy management, waste reduction, and greenhouse gas emissions. Additionally, our Corporate Social Responsibility (“CSR”) initiatives focus on providing healthcare, education, and essential needs to underprivileged communities.</p> <p>Governance is paramount to us. We maintain an unwavering focus on governance and continuously strive to uphold the highest standards in all our actions.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business responsibility policy (ies).	<p>Name : Mr. Sunil Chari</p> <p>Designation :Managing Director</p> <p>DIN : 00149083</p>								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Mr. Sunil Chari, Managing Director, oversees and periodically review Business Responsibility and Sustainability Initiatives of the Company.</p> <p>The CSR Committee (formed under Section 135 of the Companies Act, 2013) also reviews the performance of CSR programmes and initiatives of the Company.</p>								

**The Company's BR Policy is applicable to the management and all employees of the Company. The Company encourages and expects its Supply Chain partners to adopt the BR practices and as we evolve into the framework, we aim to work towards making all our Supply Chain partners ESG compliant.*

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
10. Details of Review of NGRBCs by the Company: Performance against above policies and follow up action	Under the guidance of the Board, the Managing Director serves as the highest reviewing authority, responsible for evaluating the effectiveness of our systems and processes.									Periodically / Need basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Simultaneously, the Audit Committee also reviews the performance and grievance redressal mechanisms as per the Code of Conduct of the Company.									Ongoing Basis								
	The Company complies with all the applicable statutory requirements and rectifies non-compliance, if any. This is reviewed by the Board of Directors.																	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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
	No, periodic review of all its adopted policies are internally conducted by the management.								

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE



PRINCIPLE 1 - ETHICS, TRANSPARENCY AND ACCOUNTABILITY

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	Percentage of person in respective category by the awareness programme
Board of Directors (BODs)	10	<p>Throughout the year, the Board of Directors of the Company, has dedicated time to address a wide range of topics pertaining to:</p> <ul style="list-style-type: none"> (a) Company’s operations and strategy and annual budget of the Company; (b) Business Overview; (c) CSR strategy framework; (d) Updates on Subsidiaries; (e) Statutory Compliance; (f) Regulatory updates at Board and Audit Committee Meetings; (g) Expansion Plan(s); (h) Investor Grievances, etc. <p>Impact: The comprehensive update and awareness sessions for the Board of Directors has significantly impacted the Company’s strategic decision-making, operational efficiency, compliance, and stakeholder relationships. This holistic approach ensures that the Company is well-positioned for sustainable growth and success.</p>	100

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under the training and its impact	Percentage of person in respective category by the awareness programme
Key Managerial Personnel (KMPs)	8	<p>The Key Managerial Personnel are regularly provided with updates on matters pertaining to business operations, regulatory changes, the economy, and Environment, Health, and Safety (“EHS”).</p> <p>Additionally, they were provided with training on Prevention of Sexual Harassment at the Workplace (“POSH”), Samvad – Giving and Receiving Feedback, and the Code of Conduct.</p> <p>Impact: Regular updates on business operations, regulatory changes, the economy, and Environment, Health, and Safety (EHS) have equipped our Key Managerial Personnel with the latest knowledge and insights, ensuring they are well-prepared to navigate the dynamic business environment effectively.</p>	100
Employees other than BoD and KMPs	9	<p>Various skill development and knowledge upgradation trainings were conducted for employees including the following trainings:</p> <ul style="list-style-type: none"> (a) POSH Workshop; (b) Code of Conduct; (c) Samvad – Giving and receiving feedback; (d) Whistleblower policy; (e) Seminars on Well-being; (f) Cyber Security; (g) Anti-Bribery & Anti-Corruption (ABAC) Policy; (h) Sensitisation on compliances under Code of Conduct to Regulate, Monitor and Report Trading by Designated person and immediate relatives; (i) Health and Safety awareness sessions. <p>Impact: The diverse training initiatives have fostered a safer, more ethical, and productive workplace. Employees are empowered with enhanced communication skills, ethical awareness, and cybersecurity knowledge. This has led to improved teamwork, compliance with regulations, and overall employee well-being, ensuring a positive organisational culture and sustainable success.</p>	100

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under the training and its impact	Percentage of person in respective category by the awareness programme
Workers	348	<p>Session have been conducted to develop skills and update their knowledge with the aim of providing safer work place for all employees and workers at the plants as follows:</p> <p>(a) Occupational Health and Safety related training and awareness sessions;</p> <p>(b) Waste Management;</p> <p>(c) Advance Fire Fighter Training;</p> <p>(d) POSH Workshop;</p> <p>(e) Code of Conduct;</p> <p>(f) Wellness sessions and Skill up-gradation.</p> <p>Impact: The comprehensive training initiatives, including the POSH Workshop, Code of Conduct sessions, Occupational Health & Safety trainings, and Wellness sessions, alongside Skill Up-gradation programs, have collectively enhanced employee well-being, professionalism, safety awareness, and skill sets. These efforts have fostered a positive workplace culture, promoting respect, compliance, and continuous personal and professional development among employees.</p>	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:

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-
Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-		-
Punishment	-	-	-		-

No fines, penalties, punishments, awards, compounding fees, or settlement amounts were paid in proceedings by the entity, directors, or Key Managerial Personnel with regulators, law enforcement agencies, or judicial institutions during the Financial Year under review.

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
-	-

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy:

Yes, the Company believes and encourages all employees and stakeholders to the conduct business in an ethical manner, which includes anti-corruption / anti-bribery. This is strongly reflected in our Business Responsibility and Sustainability Policy, Code of Ethics and is well supported by our Whistle Blower Policy.

The same are available in the Corporate Governance Section on the website of the Company at www.rossari.com/corporate-governance/.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Particulars	Financial 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
Directors	-	-
Key Managerial Personnel (KMPs)	-	-
Employees	-	-
Workers	-	-

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

Particulars	Financial Year 2023-24 (Current Financial Year)		Financial Year 2022-23 (Previous Financial Year)	
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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

Not Applicable

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

Particulars	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
Number of days of accounts payables	88.14	91.37

9. Openness of business:

Details of concentration of purchases with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties:

Parameter	Metrics	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
Concentration of Purchases	(a) Purchases from trading houses as % of total purchases	-	-
	(b) Number of trading houses where purchases are made from	-	-
	(c) Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	(a) Sales to dealers / distributors as % of total sales	47.96	47.99
	(b) Number of dealers / distributors to whom sales are made	195	225
	(c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	17	28
Share of RPTs in	(a) Purchases (Purchases with related parties / Total Purchases)	39.18	19.58
	(b) Sales (Sales to related parties / Total Sales)	5.18	3.74
	(c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	97.9	0
	(d) Investments (Investments in related parties / Total Investments made)	92.89	95.88

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Leadership Indicators

- Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same:

Yes, the Company has a Code of Ethics for Board of Directors, Key Managerial Personnel and other members of Senior Management, which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company receives an annual declaration from its Board of Directors, Key Managerial Personnel and Senior Management Personnel for the entities they are interested in, which can arise a conflict of interest, and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with respective entities.

The policy is available on the Company's website at www.rossari.com/corporate-governance/



PRINCIPLE 2 – PRODUCT LIFECYCLE SUSTAINABILITY

Essential Indicators

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

Particulars	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)	Details of improvements in environment and social impacts
R&D	-	-	-
Capex	-	-	-

The Company is keenly working towards developing chemistry which will improve the environment and social impacts of the products manufactured by the Company. The details of the same will be communicated in the subsequent years.

- Does the entity have procedures in place for sustainable sourcing ? (Yes/No)
Yes.
- If yes, what percentage of inputs were sourced sustainably ?
100% of critical inputs are sourced sustainably. As part of our commitment to sustainability, we prioritise collaborating with suppliers who align with our environmental and social responsibility standards.
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste :

While reclamation is not typically done at the end of life, there are specific processes for reclaiming products in certain cases:

- Receive broken, damaged, expired, market returns, sales returns, near expiry goods from warehouses, channel partners, etc., and expired reference samples and stability samples from Quality Assurance ("QA") / Quality Control ("QC"), recording each item.
- Verify returned stocks against documents for batch and quantity authentication.
- Segregate returned stocks by quantity, packaging, etc., ensuring proper categorization.
- Deface literature, pack inserts, carton boxes, and collect them separately as paper waste. Send for co-processing/pre-processing as non-hazardous materials or for shredding and disposal as paper waste.
- Obtain management approval for disposal.
- Obtain approval for dispatching stocks for co-processing/pre-processing after material segregation.
- Arrange transportation of segregated materials through approved vendors for co-processing/pre-processing.
- Arrange necessary weighment of vehicles before and after loading.
- Complete the required manifest forms for consignment and non-returnable gate pass documentation.

This process outlines the steps involved in handling returned and expired materials, ensuring they are managed in accordance with environmental and regulatory standards.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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:

The Extended Producer Responsibility ("EPR") is applicable to the entity's activities. The waste collection plan is in line with the EPR plan submitted to Central Pollution Control Board and all requirements have been met.



PRINCIPLE 3 - EMPLOYEE WELL-BEING



Essential Indicators

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

Category	Percentage of employees covered										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefit		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	326	326	100	326	100	-	-	-	-	-	-
Female	62	62	100	62	100	62	100	-	-	-	-
Total	388	388	100	388	100	62	100	-	-	-	-
Other than Permanent Employees											
Male	8	8	100	8	100	-	-	-	-	-	-
Female	7	7	100	7	100	7	100	-	-	-	-
Total	15	15	100	15	100	7	100	-	-	-	-

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

Category	Percentage of workers covered										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefit		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	62	62	100	62	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	62	62	100	62	100	-	-	-	-	-	-
Other than Permanent Workers											
Male	612	612	100	612	100	-	-	-	-	-	-
Female	67	67	100	67	100	67	100	-	-	-	-
Total	679	679	100	679	100	67	100	-	-	-	-

- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent):

Particulars	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.03	0.03

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

2. Details of retirement benefits:

Benefits	Financial Year 2023-24 (Current Financial Year)			Financial Year 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.)
Provident Fund (PF)	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
Employees' State Insurance (ESI)	0.5	100	Yes	1.4	100	Yes
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 Company strongly believes in providing equal opportunities to all its employees. In line with this belief, the Company is committed to making its premises accessible for differently-abled employees and workers. We provide facilities such as wheelchairs, ramps, and railings to accommodate differently-abled individuals.

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

Yes, the Company is committed to providing equal employment opportunities without discrimination on any grounds, in accordance with the Rights of Persons with Disabilities Act, 2016. Discrimination in all forms and across all levels is explicitly addressed in the Code of Conduct for employees. The same is available on the website of the Company at www.rossari.com/internal-policies/.

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	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

Previous year, there were no instances of employees taking Parental Leave. However, during the current Financial Year, one employee is currently on maternity leave who is yet to return to work.

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:

Particulars	Yes/ No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, through its Whistle Blower Mechanism, the Company provides a grievance redressal mechanism and encourages its workers to bring to attention any instances of unethical behaviour, incidents, frauds or violation. The Company has created specific Email ID through which, Workers can send email directly to the Audit Committee Chairman or the Members of the Audit Committee. Additionally, the Company practices an open-door approach through which the Workers can raise their grievances with their immediate senior(s) or the Human Resource Department
Other than Permanent Workers	Yes, the non-permanent workers communicate their grievances through their respective supervisors. The grievances are further communicated to the Company for necessary action and resolution of the grievances. Additionally, they can also report on any instances of unethical behavior, incident or violations through the Company's Whistle blower Mechanism. The Company has also placed "Suggestion Box" at its facilities which can be used by the workers to raise their grievances.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Particulars	Yes/ No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes, through its Whistle Blower Mechanism, the Company provides a grievance redressal mechanism and encourages its employees to bring to attention any instances of unethical behaviour, incidents, frauds or violation. The Company has created specific Email ID through which, Employees can send email directly to the Audit Committee Chairman or the Members of the Audit Committee. Additionally, the Company practices an open-door approach through which the Employees can raise their grievances with their immediate senior(s) or the Human Resource Department.
Other than Permanent Employees	Yes, the non-permanent employees communicate their grievances through their respective supervisors. The grievances are further communicated to the Company for necessary action and resolution of the grievances. Additionally, they can also report on any instances of unethical behavior, incident or violations through the Company's Whistle blower Mechanism. The Company has also placed "Suggestion Box" at its facilities which can be used by the employees to raise their grievances

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

Benefits	Financial Year 2023-24 (Current Financial Year)			Financial Year 2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	388	-	-	437	-	-
Male	326	-	-	375	-	-
Female	62	-	-	62	-	-
Total Permanent Workers	62	-	-	63	-	-
Male	62	-	-	63	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	Financial Year 2023-24 (Current Financial Year)					Financial Year 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	334	334	100	334	100	445	445	100	445	100
Female	69	69	100	69	100	71	71	100	71	100
Total	403	403	100	403	100	516	516	100	516	100
Workers										
Male	674	674	100	674	100	587	587	100	587	100
Female	67	67	100	67	100	40	40	100	40	100
Total	741	741	100	741	100	627	627	100	627	100

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Category	Financial Year 2023-24 (Current Financial Year)			Financial Year 2022-23 (Previous Financial Year)		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	334	334	100	445	445	100
Female	69	69	100	71	71	100
Total	403	403	100	516	516	100
Workers						
Male	674	674	100	587	587	100
Female	67	67	100	40	40	100
Total	741	741	100	627	627	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, we have implemented a comprehensive Occupational Health and Safety Management System. This system covers Hazard and Operability Studies (“HAZOP”) for all processes, Hazard Identification and Risk Assessment (“HIRA”), Pre-Startup Safety Reviews (“PSSR”), Near-Miss Reporting, a work permit system, incident investigation protocols, and continuous monitoring by dedicated firemen and safety officers round the clock.

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

The Company employs several processes to routinely identify work-related hazards and assess risks. These include a Work Permit System, Near Miss Reporting, Root Cause Analysis, and Facility Rounds. These methods enable the proactive identification of hazards and the assessment of risks associated with both routine and non-routine activities.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)

Yes, we provide induction training to every worker, which includes processes for reporting work-related hazards and instructions on how to remove themselves from such risks.

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

Yes, a dedicated authorised person is provided in the Occupational Health & Safety Centre, granting employees/workers access to non-occupational medical and healthcare services.

11. Details of safety related incidents:

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

*Including Contract workforce

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Safe and healthy workplace is of paramount importance for us. Being a specialty chemical manufacturing Company safety of the workplace specially our manufacturing plant has always been an important area on which a keen eye is kept on.

To ensure a safe and healthy workplace following initiatives are undertaken:

- (a) The entity conducts routine safety inspections of the workplace to identify hazards, potential risks, and areas for improvement.
- (b) Conducting comprehensive safety training programs. These programs cover topics such as hazard recognition, proper use of personal protective equipment (PPE), emergency procedures, and safe work practices. Specialised training may also be offered for employees working in high-risk areas or handling hazardous materials.
- (c) Detailed emergency response plans are developed and communicated to all employees. These plans outline procedures for various emergency scenarios such as fires, chemical spills, medical emergencies, and natural disasters.
- (d) The entity promotes employee health and wellness through Health and Wellness Programs such as stress management workshops, workshops on well-being etc.
- (e) Measures are taken to optimise workplace ergonomics. This may involve ergonomic assessments of workstations, providing ergonomic furniture and tools, and implementing ergonomic best practices to minimise physical strain and discomfort.
- (f) The Company stays abreast of relevant occupational health and safety regulations and ensures full compliance with legal requirements. This includes regularly reviewing and updating safety policies and procedures to align with changing regulations and industry standards.

By implementing these measures, the Company demonstrates its commitment to creating a safe and healthy work environment, where employees can perform their duties with confidence and peace of mind.

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

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

14. Assessments for the year:



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:

No safety-related incidents have been reported, and therefore, no corrective actions have been undertaken. Additionally, there are no significant risks or concerns arising from assessments of health & safety practices and working conditions during the Financial Year under review.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes/No) (B) Workers (Yes/No):

Yes, Employee’s wellbeing is a priority for the management of the Company. In the unfortunate case of death of an employee or a worker, the Company supports the next of kin and the family to claim their dues that are legally available to them and as per their entitlement as defined by Company policy from time to time.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners:

The Company is committed to abide by applicable legislations and rules. The Company gives the confirmation and necessary information to value chain partners for deduction of statutory dues. Further, Company takes necessary efforts to ensure that the statutory dues applicable to all the transactions are deducted and deposited as per the applicable provisions.

- 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	
	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-

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

Yes, The Company offers transition assistance programs to facilitate continued employability and manage career endings resulting from retirement or termination of employment. In particular, some retired employees are rehired as retainers or consultants, leveraging their extensive expertise and experience which have been instrumental in the Company's growth.



PRINCIPLE 4 - STAKEHOLDER ENGAGEMENT



Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity:

Identifying key stakeholder groups of the Company involves a systematic process aimed at identifying individuals, organisations, or groups that have a significant interest or influence in the Company's operations, activities, or outcomes.

We prioritised our key stakeholders to understand their expectations and concerns. Through regular interactions with our stakeholders across various channels, we have been able to strengthen our relationships and enhance our organisational strategy. We have identified the key stakeholder's group and each stakeholder continues to contribute in their own way in creating a shared value.

We have categorised the key stakeholders based on the following attributes:

- Dependency - Stakeholders who are directly dependent on the organisation's activities, products, services or on whom the organisation is dependent to operate.
- Responsibility - Stakeholders towards whom the organisation has legal, commercial, operational, or moral / ethical responsibilities.

The Company makes a constant effort to systematically identify key stakeholder groups, understand their interests and concerns, and develop effective strategies for engaging and managing relationships with stakeholders to achieve their goals and objectives.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1.	Investors/ shareholders	No*	1. Annual General Meetings, quarterly investor conferences; 2. One-on-one engagements / meetings; 3. Phone / Email; 4. Digital engagement / Website; 5. Media updates; 6. Integrated Annual Report; 7. Regular filings with regulatory bodies; 8. Investor support.	Quarterly / Need -Based	1. Consistent returns on investments; 2. Long-term viability and sustainable growth; 3. Timely disclosures and compliance; 4. Good governance; 5. Redressal of Grievances.
2.	Customers	No*	1. In-person meetings; 2. Emails; 3. Collation and analysis of customer feedback; 4. Engagement through website, social media; 5. Brand campaigns.	Ongoing	1. Consistent quality at fair and competitive prices; 2. Product safety and value for money; 3. Anticipating requirements and ensuring timely deliverables; 4. Sustainable products & Green Products; 5. Customer service helpline.
3.	Employees	No*	1. Programmes/trainings to ensure employee well-being and safety; 2. Employee engagement surveys; 3. Digital engagement; 4. One-on-one engagement; 5. Department meetings; 6. Personalised learning and development programmes; 7. Regular performance review and feedback; 8. Human Resource Portal; 9. Induction Programmes and Exit Interviews.	Ongoing	1. Career / Skill Development; 2. Occupational health & Safety; 3. Organisational Culture / workplace; 4. Learning and development; 5. Growth; 6. Equity and Diversity; 7. Robust rewards & recognition programmes; 8. Fair wages.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
4.	Suppliers and Business Partners	No*	<ol style="list-style-type: none"> 1. Phone / Email; 2. One-on-One Interactions; 3. Supplier Meets. 	Ongoing	<ol style="list-style-type: none"> 1. Value Chain efficiency; 2. Fairness in business dealings; 3. Timely payment & recurring orders; 4. Necessary knowledge and infrastructure support; 5. New business opportunities; 6. Sustainable Practices.
5.	Communities	No*	<ol style="list-style-type: none"> 1. CSR Projects and Engagements; 2. Field Visits; 3. One-on-One Interactions; 4. Digital engagement / Website. 	Ongoing	<ol style="list-style-type: none"> 1. Community Health and well-being; 2. Community development; 3. Equity and Diversity; 4. Sustainable way of carrying on business; 5. Addressing Social concerns through CSR Initiatives; 6. Addressing environment related issues.
6.	Government and Regulatory Bodies	No	<ol style="list-style-type: none"> 1. Phone, Emails and Letters; 2. Website; 3. Seminar and Conferences; 4. Industry Forums; 5. Regulatory fillings; 6. One-on-One Interactions. 	Ongoing	<ol style="list-style-type: none"> 1. Compliance with all applicable laws, rules and regulations; 2. Policy Advocacy; 3. Inputs for ease of doing business and regulatory reform; 4. Adopting and following sustainable business practices

* While we have marked 'No' above as these stakeholders are not vulnerable and marginalised in entirety, we are nevertheless committed to actively uplifting segments within these stakeholder groups who are vulnerable or marginalised. For instance, we strive to provide equal opportunities for persons with disabilities, support procurement from MSMEs and diverse suppliers, and undertake various initiatives aimed at fostering inclusivity and empowerment within these communities.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board:

The Company firmly believes that to create enduring value, we must prioritise the welfare of all stakeholders: including consumers, customers, employees, shareholders, business partners, and, critically, the planet and society at large. Rossari's philosophy envisages reaching people and touching lives globally by following the core values of the Company viz Respect, Ownership, Safety, Sustainability, Agility, Reliability and Innovation. The Company ensures to work by these principles in all its interactions with stakeholders, including shareholders, employees, customers, suppliers and statutory authorities.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Stakeholders have always been a crucial element of Rossari's business and the Company makes efforts to ensure that it upholds the highest ethical standards in all interactions and address the concerns of the stakeholders in a timely manner. The process adopted by the Company is as follows:

Step 1



Stakeholders can raise concerns related to economic, environmental, and social matters via the grievance redressal email

Step 2



Email received gets acknowledged

Step 3



The emails are responded immediately which are more generic in nature

Step 4



Specific queries requiring the attention of the Board / Management are escalated by the Company Secretary for necessary action

Step 5



The Board / Management deliberates and decides on the matter

Step 6



The concerned individual is then informed via written email

Step 7



Additionally, Board / Management reviews the complaints raised and oversees the closure of such queries complaints

- 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:

It has been the Company's constant endeavour to focus on inclusive and collaborative growth and believes that regular interactions with the stakeholders constructively contribute to the important issues of Social impact, environment and Human Rights. The Company uses its contact with Stakeholders to understand if there are issues related to environment and other social issues. For Example — Employee engagement activities and Vendor meetings. Further, the Company constantly makes an effort to understand the needs of the people in the vicinity of its premises and makes an effort to create a social impact through its CSR initiatives Through these efforts, we aim to foster inclusive growth and sustainable development, ensuring that our operations benefit not only our stakeholders but also the broader society.

- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups:

Recognising the vital role of the community as a key stakeholder, the Company is deeply committed in engaging with and supporting the communities in which it operates. From collaborating with local communities, the Company tailors its CSR programs to address their specific needs effectively. The Company thoroughly evaluates these needs and accordingly undertakes the series of structured CSR projects. Our CSR initiatives are designed to catalyse social transformation, particularly benefiting disadvantaged, vulnerable, and marginalised stakeholders within the community. The Company ensures that the CSR funds are utilised judiciously to uplift the most vulnerable sections of society, maximising the positive impact of the Company's efforts. Among our diverse CSR projects, the Company focuses on areas such as medical and healthcare support, education assistance, and initiatives which are aimed at human life upliftment and support and empowering women, amongst others. Out of the total people benefited nearly 98% of the beneficiaries belong to vulnerable and marginalised groups. Through these initiatives, the Company maintains its commitment to foster sustainable development and enhance the well-being of the communities at large.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)



PRINCIPLE 5 - BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	Financial Year 2023-24 (Current Financial Year)			Financial Year 2022-23 (Previous Financial Year)		
	Total (A)	Number of employees / workers covered (B)	% (B/A)	Total (C)	Number of employees / workers covered (D)	% (D/C)
Employees						
Permanent	388	388	100	437	437	100
Other than permanent	15	15	100	79	79	100
Total Employees	403	403	100	516	516	100
Workers						
Permanent	62	62	100	63	63	100
Other than permanent	679	679	100	564	564	100
Total Workers	741	741	100	627	627	100

2. Details of minimum wages paid to employees and workers:

Category	Financial Year 2023-24 (Current Financial Year)					Financial Year 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	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent										
Male	326	-	-	326	100	375	-	-	375	100
Female	62	-	-	62	100	62	-	-	62	100
Other than Permanent										
Male	8	-	-	8	100	70	-	-	70	100
Female	7	-	-	7	100	9	-	-	9	100
Workers										
Permanent										
Male	62	-	-	62	100	63	-	-	63	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	612	-	-	612	100	524	-	-	524	100
Female	67	-	-	67	100	40	-	-	40	100

3. Details of remuneration/salary/wages:

- a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BODs)	4	67,53,815	2	7,00,000
Key Managerial Personnel (KMPs)	1	1,81,78,810	1	2,187,589
Employees other than BODs and KMPs	463	4,50,678	78	4,21,350
Workers	62	3,85,617	-	-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

- b. Gross wages paid to females as % of total wages paid by the entity:

	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	10.43	10

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, the Human Resource team is responsible for recording and addressing any human rights issues that may have occurred. However, the Company promotes active prevention, for example, employees were trained to understand Human Rights, its manifestation and approaches to report it.

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

The Company is committed to providing a safe and conducive work environment to all of its employees and workers. The Company has an open-door approach, wherein any employee irrespective of hierarchy has access to the senior management. In addition, the Code of Conduct for Employees and the Whistle Blower Policy allows all our employees to report any kind of suspected or actual misconduct in the organisation in an anonymous manner including grievances related to human rights issues.

The Company strongly believes that resolving employee grievances effectively is crucial for maintaining a healthy work environment and fostering employee satisfaction. Accordingly, any complaints received by the reporting manager through emails, letters or orally are brought to the notice of the Human Resource team who further validates the grounds for such a grievance raised. The same is then attempted to be resolved by the Human resource team after elaborate discussions with the complainant and accused. If unresolved post discussion the same is then reviewed by the top management as an attempt to resolve the said grievance.

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

Category	Financial Year 2023-24 (Current Financial Year)			Financial Year 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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

The Company promotes an open culture of communication devoid of any bullying or harassment. Our Whistleblower Policy provides guidelines and mechanisms for the protection of complainants/whistleblowers. Complaints and disclosures made by whistleblowers are thoroughly investigated in a confidential manner to protect the complainant against any retaliation. We take utmost care to withhold the identity of the complainant/whistleblower. Necessary safeguards are provided to all whistleblowers for making protected disclosures in good faith, covering areas such as business integrity, responsible corporate citizenship, illegal and unfair labour practices, trade practices, and other laws. Our approach to sexual harassment strictly adheres to the principles of Prohibition, Prevention, and Redressal as outlined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (“POSH”) and its accompanying rules. Confidentiality of the investigation procedure and protection of the complainant’s identity are strictly maintained. The Company’s POSH committee is constituted in accordance with the letter and spirit of the act, comprising reputed and senior professionals trained in the act and investigation procedures.

9. Do human rights requirements form part of your business agreements and contracts:

Yes, all the business agreements and contracts entered into by the Company include relevant clauses affirming compliance with applicable regulatory requirements, including human rights.

10. Assessments for the year:



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

No, concerns were found during the assessment for the Financial Year under review.

Leadership Indicators

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

No, complaints have been received during the Financial Year under review. Accordingly, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

The Company has established strong practices to actively discourage not just human rights but also other kinds of behaviour that may be in contravention to the Company’s Ethics policy and Code of Conduct.

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

Yes, the Company strongly believes in providing equal opportunities to all its employees and is committed to making its premises accessible for differently-abled employees and workers. All premises are accessible for differently-abled employees and workers.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)



PRINCIPLE 6 - PRESERVATION OF ENVIRONMENT AND SAFETY

Essential Indicators

- Details of total energy consumption (in Joules or multiples) and energy intensity:

Parameter	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	534.69	96.93
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	534.69	96.93
From non-renewable sources		
Total electricity consumption (D)	14224.8	12758.10
Total fuel consumption (E)	23833.77	15461.41
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	38058.57	28219.51
Total energy consumed (A+B+C+D+E+F)	38593.26	28316.44
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	3.21 GJ / Million	2.90 GJ / Million
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	71.87 GJ / USD Million	64.37 GJ / USD Million
Energy intensity in terms of physical output	0.47 GJ / MTA	0.33 GJ / MTA
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Improved methodologies and various processes have led to the reinstatement of the numbers for the current Financial Year and the previous Financial Year.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency:

No independent assessment has been conducted during the Financial Year under review.

- 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? (Yes/No) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any:

No, the Company does not have any sites or facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India:

- Provide details of the following disclosures related to water:

Parameter	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	42644	42076
(iii) Third party water	50588	44796
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	93232	86872
Total volume of water consumption (in kilolitres)	74727	72781
Water intensity per rupee of turnover (Water consumed / turnover)	6.21 KL / Million	7.46 KL / Million
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	139.15 KL / USD Million	165.44 KL / USD Million

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Parameter	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
Water intensity in terms of physical output	0.91 KL / MTA	0.86 KL / MTA
Water intensity (optional) – the relevant metric may be selected by the entity. KL / KL of Water	-	-

Improved methodologies and various processes have led to the reinstatement of the numbers for the current Financial Year and the previous Financial Year.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency:

Yes, Environment Audit was carried out by M/s Aura Environmental Services Private Limited at Dahej Facility and by M/s Precitech Laboratories Private Limited at Silvassa Facility, both the auditors are National Accreditation Board for Testing and Calibration Laboratories (“NABL”) accredited and Gujarat Pollution Control Board authorised.

4. Provide the following details related to water discharged:

Parameter	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	18505 Primary, Secondary & Tertiary Treatment	14091 Primary, Secondary & Tertiary Treatment.
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	18505	14091

Improved methodologies and various processes have led to the reinstatement of the numbers for the current Financial Year and the previous Financial Year.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency:

Yes, Environment Audit was carried out by M/s Aura Environmental Services Private Limited at Dahej Facility and M/s Precitech Laboratories Private Limited at Silvassa Facility, both the auditors are NABL accredited and Gujarat Pollution Control Board authorised.

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

Yes, Our Silvassa facility is Zero Liquid Discharge (“ZLD”), we have installed Multi Effect Evaporator (“MEE”) and Incinerator for high Chemical Oxygen Demand (“COD”) and High Total Dissolved Solids (“TDS”) effluent. Water treated from Effluent Treatment Plant (“ETP”) is used for gardening purpose. Dahej Facility is currently not ZLD as we are discharging treated effluent to Common Effluent Treatment Plant (“CETP”) however, we endeavor to become ZLD facility soon.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Parameter	Please specify Unit	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
NOx	ppm	35	28
SOx	ppm	8	12
Particulate Matter (PM)	mg/nm ³	63	74
Persistent Organic Pollutants (POP)	Not Applicable	Not Applicable	Not Applicable
Volatile Organic Compounds (VOC)	Not Applicable	Not Applicable	Not Applicable
Hazardous Air Pollutants (HAP)	Not Applicable	Not Applicable	Not Applicable
Others- please specify	-	-	-

Improved methodologies and various processes have led to the reinstatement of the numbers for the current Financial Year and the previous Financial Year.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency:

Yes, Environment Audit was carried out by M/s Aura Environmental Services Private Limited at Dahej Facility and by M/s Precitech Laboratories Private Limited at Silvassa Facility, both the auditors are NABL accredited and Gujarat Pollution Control Board authorised.

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

Parameter	Unit	Financial Year 2023-24 (Current Financial Year)	Financial Year 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)	Metric tonnes of CO ₂ equivalent	1784.3	1157.39
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2805.45	2516.18
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from Operations)	TCO ₂ e / rupee of turnover	0.38 TCO ₂ e / Million	0.31 TCO ₂ e / Million
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	TCO ₂ e / rupee of turnover	8.55 TCO ₂ e / USD Million	8.35 TCO ₂ e / USD Million
Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP			
Total Scope 1 and Scope 2 emission intensity in terms of physical output	TCO ₂ e / MTA	0.06 / MTA	0.04 / MTA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency:

No independent assessment has been conducted during the Financial Year under review.

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

Yes, The Company has been constantly researching and developing new chemicals and processes that have lower environmental impacts throughout their lifecycle, from production to disposal. The Company has been improving its operational efficiencies for reducing the consumption of resources without compromising on the quality and quantity of its range of Specialty Chemicals. Waste generated during the production operations, is disposed/recycled in compliance with the applicable environmental laws.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

With a view to reduce carbon footprint, the Company has implemented more efficient machinery at plants to reduce the power consumption and to reduce raw materials that are high contributors to produce carbon footprint. We have adopted several green initiatives to reduce carbon footprint and have implemented the best environmental practices for green manufacturing.

Major energy conservation projects are listed below:

- Upgraded the drive system for the - Effluent Treatment Plant (“ETP”) final discharge process, resulting in annual energy savings of 48,000 units. This not only reduces our energy consumption but also reinforces our commitment to sustainable operations and environmental responsibility.
- Re-engineered the electrical logic to enable automatic on-off switching for motors, coolant pumps, blowers, and other equipment, we optimised the cooling plant’s operation, enhancing overall energy efficiency.
- Installed 600 kVA solar panels at our Dahej facility, which has been instrumental in transition to renewable energy sources, reducing reliance on conventional power, lowering carbon footprint, and promoting sustainability.
- Implemented air pollution control measures, including a lamella clarifier, a dust collector, and an alkali scrubber.
- Installed and refined maintenance practices for steam lines, minimising energy losses due to condensation and leaks. These improvements lead to reduced energy consumption and lower operational costs.
- Implemented motion sensors in unmanned areas such as the canteen and corridors to reduce energy waste.

Further, the Company is in the process of outsourcing steam used in its production process from outside which is a waste for another Company, this in turn reduces the overall carbon footprint associated with steam production compared to traditional methods that rely solely on primary energy sources and promotes collaboration towards a more sustainable industrial ecosystem.

9. Provide details related to waste management by the entity:

Parameter	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	521	306
E-waste (B)	13.89	2.62
Bio-medical waste (C)	-	-
Construction waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	515.08 Drums and Used Oil	286.22 Drums and Used Oil
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	1,049.97	594.84
Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)	0.09 MT / Million	0.06 MT / Million
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)	1.96 MT / USD Million	1.35 MT / USD Million
Waste intensity in terms of physical output	0.01 MT / MTA	0.01 MT / MTA
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 - Plastic		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Parameter	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
Total	-	-
Category of waste - E-Waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
Category of waste - Bio-medical waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
Category of waste - Construction and demolition waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
Category of waste - Battery waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
Category of waste - Radioactive waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
Category of waste - Other Hazardous waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
Category of waste - Other Non-Hazardous waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Plastic		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	521	306
Total	521	306
Category of waste - E-Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Parameter	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
(iii) Other disposal operations	13.89	2.62
Total	13.89	2.62
Category of waste - Bio-medical Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-
Category of waste - Construction and demolition waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-
Category of waste - Battery		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-
Category of waste - Radioactive		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-
Category of waste - Other Hazardous waste. Please specify, if any		
(i) Incineration	-	-
(ii) Landfilling	201.43	202.07
(iii) Other disposal operations	313.65	84.15
Total	515.08 Drums and Used Oil	286.22 Drums and Used Oil
Category of waste - Other Non-hazardous waste generated		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

Improved methodologies and various processes have led to the reinstatement of the numbers for the current Financial Year and the previous Financial Year.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency:

Yes, Environment Audit was carried out by M/s Aura Environmental Services Private Limited at Dahej Facility and by M/s Precitech Laboratories Private Limited at Silvassa Facility, both the auditors are NABL accredited and Gujarat Pollution Control Board authorised.

Further, we are disposing the land filled waste and incinerable waste as follows:

- For Silvassa Facility - Green Gene Enviro Protection & Infrastructure Private Limited
- For Dahej Facility - BEIL Infrastructure Limited, Banas Resources LLP and Recycling Solutions Private Limited

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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:

Waste generation is an inevitable part of manufacturing process, thus the Company takes efforts to create value from waste. With an aim to divert a significant quantum of waste from going to landfills, systems and procedures the Company integrates a waste management plan with a comprehensive approach towards waste minimisation, segregation and safe disposal.

Measures for waste minimisation are undertaken by the Company in both its plants. Waste generated during the production operations, is disposed/recycled in compliance with the applicable environmental laws. The effluent generated is treated in compliance with the applicable environmental laws and is recycled back into the production processes or discharged in common landfill or incineration.

Some of the waste management practices adopted by the Company are as follows:

- (a) The Company uses primarily non-hazardous and non-toxic raw materials and is a Zero Discharge of Hazardous Chemicals (“ZDHC”) certified organisation.
- (b) Instead of incineration, the Company disposes of hazardous waste through pre-processing or co-processing methods this ensures that 100% of hazardous and toxic waste is treated and discarded responsibly.
- (c) Integrate principles of green chemistry into product design to minimise the use of hazardous chemicals from the outset.
- (d) The Company understands its responsibility towards environment and so makes a constant effort to use majority of packaging materials that are sustainable and can be reused /recycled on a regular basis.
- (e) The Company has increased sewage water recycling by using Sewage Treatment Plant (“STP”) for treatment of sewage water. The treated water is utilised for floor washing, washroom flushing & gardening. This initiative of recycling water offers a sustainable solution to water management challenges, promoting efficient use of resources, protecting the environment, and enhancing resilience to climate change and water scarcity.

The Company’s aim is to minimise the amount of waste sent to landfills and to promote sustainable handling and treatment of waste streams to make Dahej Facility ‘Zero Liquid Discharge’ (“ZLD”) facility as currently only Silvassa facility is 100% ZLD.

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:

Sr. 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.
Nil			

The Company does not have operations or offices in or around ecologically sensitive areas where environmental approvals or clearances are required. No such operations are being conducted.

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
Nil					

No, such environmental impact assessments of projects have been undertaken by the Company during the Financial Year under review.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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 (Yes/No). If not, provide details of all such non-compliances, in the following format:

Sr. 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
Nil				

Yes, Company is compliant with all 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.

Leadership Indicators

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

For each facility / plant located in areas of water stress, provide the following information:

- Name of the area: Silvassa, District: Dadra and Nagar Haveli
- Nature of operations: Manufacturing
- Water withdrawal, consumption and discharge in areas of water stress (in kilolitres) :

Parameter	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	42644	42076
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	42644	42076
Total volume of water consumption (in kilolitres)	42644	42076
Water intensity per rupees of Turnover (Water consumed / turnover)	3.55 KL / Million	4.31KL / Million
Water intensity (optional - the relevant metric may be selected by the entity)	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Improved methodologies and various processes have led to the reinstatement of the numbers for the current Financial Year and the previous Financial Year.

The Silvassa facility has a Zero Liquid Discharge (ZLD) system; therefore, there is no water discharge.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency:

Yes, Environment Audit was carried out by M/s Aura Environmental Services Private Limited at Dahej Facility and by M/s Precitech Laboratories Private Limited at Silvassa Facility, both the auditors are NABL accredited and Gujarat Pollution Control Board authorised.

2. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities:

This is not applicable. The Company operates from sites which are located in industrial areas and are not close to ecologically sensitive areas.

3. 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:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along- with summary)	Outcome of the initiative
1.	Installed Solar Panels	The Company has installed 650 KVA solar panel for availing alternate source of energy	The Company has generated 145853 KWH power from the same during the Financial Year 2023-24.
2.	Tree Plantation Programme	We have planted approximately 1500 trees near Dahej Plant of the Company. Accordingly, for the said initiative G.I.D.C has allotted 20,000 square meters plot to the Company	It will improve the air quality by filtering harmful dust and pollutants such as ozone, carbon monoxide, and sulfur dioxide from the air we breathe.
3.	Installed Sewage Treatment Plant	The Company has implemented Sewage Treatment Plant ("STP") for treatment of sewage waste water.	The treated water from the STP is used for floor washing, washroom flushing & gardening, which reduces the use of raw water.
4.	Installed lamella clarifier	The Company has installed a dust collector, and an alkali scrubber.	This will help to reduce the air pollution.
5.	Occupancy sensor in Bathrooms	The Company has installed occupancy sensor in bathroom at Dahej Facility.	By automatically turning off lights when a space is unoccupied, sensors eliminate the need for manual control and prevent unnecessary energy usage, leading to substantial energy savings.

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

Yes, the Company has a Business Continuity and Disaster Management Plan. This plan demonstrates Rossari's commitment to continuous operation, protecting shareholder value, improving governance, and achieving strategic goals, ensuring preparedness for unforeseen events. Rossari consistently works to uphold the policy's scope during disruptive or unnatural events to protect and minimise economic damage to people, the environment, other living organisms, and their ecosystems. All financial and non-financial risks are monitored and minimised under the direction of the Risk Management Committee.

5. 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:

The Company has in place sustainability targets which serve as a tool to mitigate and tackle the issues that arise from our value chain partners. In order to run its business ethically and transparently, Rossari takes social responsibility and environmental sustainability into account.

Environmental Disclosures: Suppliers are urged to abide by the rules and guidelines established by the relevant regulatory authorities for the disclosure of environmental factors such as air emissions, energy use, water use, waste, and biodiversity.

Statutory compliance: Suppliers must keep track of all licenses, permits, and approvals and provide copies of them upon Rossari's request.

Training and awareness programs: Rossari regularly encourage its vendors to share the best practices used by the top professionals in the field. Additionally, it provides suppliers with a chance to highlight their environmental, compliance, and health and safety practices

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

6. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts:

As of the reporting period, our Company acknowledges that environmental impact assessments of our value chain partners have not been conducted. While we recognise the importance of such evaluations in promoting sustainability, we endeavor to develop robust assessment frameworks and methodologies to integrate environmental considerations effectively. Our commitment to sustainability remains steadfast, and we are actively working towards implementing procedures that will enable us to assess our value chain partners for environmental impacts in the near future. Through these forthcoming initiatives, we aim to enhance transparency, accountability, and environmental performance across our business ecosystem.



PRINCIPLE 7 - RESPONSIBLE ADVOCACY



Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations:

The Company is a member of 9 industrial chambers / associations

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Federation of Industries of India	International
2.	Indo - American Chamber of Commerce	
3.	Bharat Merchant Chamber	National
4.	Dadra And Nagar Haveli Industries Association	
5.	Federation of Indian Export Organisations	
6.	Gujarat Industrial Development Corporation	
7.	Indian Specialty Chemical Manufacturers	
8.	Indian Federation of Animal Health Co	
9.	Silvassa Industries Association	

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	

There were no issues related to the anti-competitive conduct by the Company and so no such corrective actions were required to be taken.



PRINCIPLE 8 - INCLUSIVE GROWTH & 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:

Sr. No.	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						

As per the applicable provisions, the Company is not required to conduct Social Impact Assessment of the projects undertaken by the Company.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

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

No projects have been undertaken which require Rehabilitation and Resettlement (R&R).

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

The Company acknowledges its responsibility towards the society and supports inclusive growth and equitable development of all its stakeholders. We strongly believe in growing together responsibly leading to success of our business. We aim at balancing the needs and address the concerns of our stakeholders and endeavour to take into the consideration the impact we have on the environment, society and the community. We are committed to giving back to the society within which we operate and flourish and as part of this principle, we have chosen our initiatives under our CSR Programs. Additionally, the officials of the Company in intervals visit the nearby vicinity areas and communicate with the locals and gram panchayats and evaluate if they have any grievances. Based on these interactions, we have not encountered any specific grievances from the community at present.

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

Parameter	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	11	26
Directly from within India	87	89

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. (Place to be categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan):

Location	Financial Year 2023-24 (Current Financial Year)	Financial Year 2022-23 (Previous Financial Year)
Rural	56.97	54.82
Semi-urban	0.57	0.52
Urban	9.74	8.32
Metropolitan	32.71	36.33

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):

Sr. No.	Details of negative social impact identified	Corrective action taken
Nil		

As per the applicable provisions, the Company is not required to conduct Social Impact Assessment of the projects undertaken by the Company and so no such negative social impacts have been identified.

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

While we do not have a formal policy for preferential procurement, we are committed to supplier diversity and continuously seek to work with a wide range of suppliers. We encourage and welcome suppliers from all backgrounds to participate in our procurement process on an equal footing.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

3. 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:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

The Company does not own any intellectual property based on traditional knowledge and so has not derived any benefit from the same.

4. Details of corrective actions taken or underway, based on any adverse order in intellectual property-related disputes wherein usage of traditional knowledge is involved:

Sr. No.	Name of authority	Brief of the Case
Not Applicable		

5. Details of beneficiaries of CSR Projects:

At Rossari we operate in a manner that benefits society as well as the environment. It involves initiatives that go beyond legal obligations and encompass ethical considerations, environmental sustainability, and community engagement.

For us at Rossari, CSR has always been of paramount importance not only for the Members of the CSR Committee but also for the Board as a whole and the Top Management. During the Financial Year under review the Company has contributed for various CSR Project including few key projects as detailed below:

Sr. No.	CSR Project	No. of Person benefited from CSR Projects	Percentage of beneficiaries from vulnerable and marginalised groups*
1.	Medical / Health Care Support	142	96.67
2.	Education Support	2234	93.75
3.	Human Life Upliftment and Support	418	100
4.	Animal Health and Welfare	4655	100
5.	Environment Protection	450	100

*Percentage has been calculated as average in the respective areas.



PRINCIPLE 9 - CONSUMER VALUE

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback:

We strongly believe that establishing effective mechanisms to receive and respond to consumer complaints and feedback is crucial for maintaining customer satisfaction, building trust, and improving products and services. For us, our consumers have always been of great value. Their Complaints/Feedback holds a great importance in our improvement.

The Mechanism in place to receive and respond to consumer complaint is as follows:

- On receipt of complaint via email, including Quality Forms, documents or photos a technical manager is appointed immediately to investigate the matter and conduct a onsite visit to understand the problem firsthand and take appropriate action.
- Then samples are collected by the technical manager for laboratory analysis. This ensures a detailed examination of the issue, allowing for informed decisions on resolution.
- The complaint email received is also forwarded to the Quality Control ("QC") Department to ensure that expertise is brought to bear on finding a resolution collaboratively. This collaborative approach can lead to more effective problem-solving and ensures that all relevant parties are involved in the resolution process.
- Post thorough analysis and examination issue is resolved and necessary corrective actions are taken if required.

By implementing these mechanisms and demonstrating a commitment to listening to and addressing customer concerns, Rossari aims to foster positive relationships with its customer base and drive continuous improvement in their products and services.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Particulars	As a percentage of total turnover
Environment and social parameters relevant to the products	100
Safe and Responsible usage	100
Recycling and/or safe disposal	100

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

Particulars	Financial Year 2023-24 (Current Financial Year)		Remarks	Financial Year 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

No complaints were received in the above category during the Financial Year under review.

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

Category	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

There were no instances of product recalls on account of safety issues recorded during the Financial Year under review.

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

Yes, The Company has a consolidated information security policy that covers risks related to cybersecurity and data privacy and the same is available on the website of the Company at www.rossari.com/wp-content/uploads/2023/05/Internet-Usage-Policy.pdf

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

No incident reported of issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services during the Financial Year under review.

7. Provide the following information relating to data breaches:

- (a) Number of instances of data breaches along-with impact:

No incidents of data breaches, has been reported during the Financial Year under review.

- (b) Percentage of data breaches involving personally identifiable information of customers:

There have been no instances of data breaches involving personally identifiable information of customers reported during the Financial Year under review.

- (c) Impact, if any, of the data breaches:

Not Applicable, as there have been incidents of data breaches reported during the Financial Year under review.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Leadership Indicators

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

Channels / platforms where information on products and services of the Company can be accessed as under:

Official Website:

Our official website, www.rossari.com, offers detailed information about our products. Customers can also use this website to submit inquiries, after which our technical team contacts them to provide product-related information and documents.

Digital Marketing and Social Media:

We regularly post updates and information on platforms such as Facebook and LinkedIn. These posts include product details and other relevant content to keep our customers informed.

We send weekly email newsletters with product snippets to our customers. Additionally, we use social media platforms to disseminate similar information, ensuring our customers are always up-to-date with our latest offerings.

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

To inform and educate consumers about the safe and responsible usage of our products and services, we take the following steps:

(a) Provision of Material Safety Data Sheets (MSDS)

Material Safety Data Sheets (MSDS) is accompanied with products, ensuring that customers have access to detailed information about safety, handling, and potential hazards.

(b) Regular Training Sessions

Periodic training sessions are conducted for our staff members, who are then equipped to educate customers about safe and responsible product usage. These sessions ensure that our team is knowledgeable and can provide accurate guidance to customers.

(c) Customer Seminars

Seminars are organized specifically tailored to educate customers on product usage. These seminars help enhance customer understanding, leading to better and safer outcomes when using our products.

Through this comprehensive approach, we ensure that our customers are fully informed, able to maximise the benefits of our products, and minimise any potential risks. This commitment to transparency and safety helps build trust and confidence in our products and services.

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

As part of our commitment to ensuring the continuity of essential services, we have established a system to inform consumers of any potential risks of service disruption or discontinuation. This system includes the following mechanisms:

(a) Email Notifications

Timely and accurate email notifications are sent to our customers, informing them of any potential risks or upcoming disruptions to essential services.

(b) Website Updates

Relevant information is posted the "News and Stories" section of our website, providing customers with up-to-date details about any disruptions or discontinuations.

Our approach to communication is based on a commitment to transparency, accuracy, and consistency. We continuously review and refine our systems to ensure they meet the evolving needs of our customers and stakeholders. This proactive communication strategy enables our customers to make informed decisions and take appropriate actions as necessary.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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, the Company adheres to legal metrology standards and ensures the provision of requisite data in accordance with the guidelines. Additionally, we go beyond the mandated requirements in the following ways:

(a) Pet Care Products

We disclose nutritional values to provide detailed information for consumers.

(b) Personal Care Items

We provide a comprehensive list of ingredients to ensure transparency.

(c) Clinical Products

We furnish necessary information as per the guidelines set forth by the Food and Drug Administration (“**FDA**”) and other relevant authorities. This information is shared in the Material Safety Data Sheets (“**MSDS**”) and Technical Data Sheets (“**TDS**”).

Also, the Company regularly conducts customer satisfaction survey to ensure maximum customer satisfaction and to find out lapses, if any, and take correct actions accordingly.