



June 5, 2020

To

**The Secretary
BSE Limited
PJ Towers, Dalal Street
Mumbai: 400 001**

**National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (E)
Mumbai – 400 051**

Company Scrip Code: 500411

Company Scrip Code: THERMAX EQ

Sub: Disclosure of impact of COVID 19 pandemic on operations of the company

Ref: SEBI Advisory vide Circular No. SEBI/HO/CFD/CMDI/CIR/P/2020/84 dated May 20, 2020

With reference to the SEBI advisory mentioned above, we wish to inform impact of Covid'19 pandemic to our operations as below:

Domestic Operations – All our manufacturing plants have progressively resumed operations based on Government of India and State Government approvals received from appropriate local authorities, post completion of mandatory safety check and training of personnel on physical distancing, health and hygiene as per the guidelines stipulated by the Ministry of Home Affairs of the Government of India.

Chemical manufacturing units at Jhagadia and Dahej in Gujarat and Paudh in Maharashtra were the first to resume production and other manufacturing facilities viz., Savli in Gujarat, Sricity in Andhra Pradesh and Chinchwad, Shirwal and Solapur in Maharashtra progressively have commenced operations. The project / O&M sites of customers which had been shut down in the last week of March'20 have started functioning for most of the locations. The company is gradually reopening its offices across various states in line with guidelines from local authorities. It has implemented Work from Home (WFH) for its staff wherever possible, hence minimizing the impact to its customers while safeguarding employee health.

Key aspects of re-joining formalities for our employees include –

1. Mandatory self-declaration of health and travel status before joining including of family members
2. Wearing facemasks, temperature check, regular sanitization of personal items, workstations and strict adherence to social distancing norms
3. Thorough sanitization of all workplaces regularly, buses and other official vehicles after each trip
4. Mobile App developed to keep track of employee safety and sanitation on continuous basis

The above protocols/ guidelines are being reviewed regularly and updated based on guidelines received from local authorities.



Situation at overseas locations: Our international manufacturing operations in Denmark, Germany, Indonesia and Poland continued without any major disruption throughout the last two months since the onset of the pandemic. Our international offices (sales & trading) across the globe adopted WFH to minimise impact on health, yet maintain business continuity. Our staff remained in touch with customers to ensure minimal disruption to their business during this period. Many Project / O&M sites continued to work during this period except in some geographies where there was a shutdown as per local guidelines.

We continue to closely monitor the global economic developments related to Covid and its implication on the company, though the future impact of the pandemic on our business cannot be reliably predicted.

This is for your information and records.

Thanking you,

Yours faithfully,
For **THERMAX LIMITED,**

Sd/-

Kedar P. Phadke
Company Secretary
Membership No: F3349

Note:

As permitted, this letter is being submitted under Sd/- mode due to work from home as per the Government advisory on Covid-19 and as a part of safety measure.