



# Uniphos Enterprises Limited

CIN: L24219GJ1969PLC001588

1<sup>st</sup> August, 2023

The Corporate Relationship Department BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, MUMBAI - 400 001 <b><u>SCRIP CODE - 500429</u></b>	Listing Department National Stock Exchange of India Ltd. Exchange Plaza, C/1, Block G, Bandra Kurla Complex, Bandra (East) MUMBAI 400 051 <b><u>SYMBOL: UNIENTER</u></b>
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Sir/Madam,

**SUB.: SUBMISSION OF BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT  
FOR THE FINANCIAL YEAR 2022-23**

In terms of the requirement of Regulation 34(1)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2022-23.

May we request you to take the above on record and inform all your constituents accordingly.

Thanking you,

Yours faithfully,  
for **UNIPHOS ENTERPRISES LIMITED**



**K. M. THACKER**  
**Company Secretary and Compliance Officer**  
**(ICSI Membership No. ACS-6843)**

Encl: As above

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (“BRSR”)

[Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015]

### DIRECTOR’S MESSAGE

I, Arun Chandrasen Ashar, Chairman of your Company present the Company’s Business Responsibility and Sustainability Report. We believe that being a responsible and sustainable business is not only good for the planet, but also for our stakeholders and our long-term growth.

Our business responsibility and sustainability strategy is guided by our core values of excellence, integrity, respect and collaboration.

At the outset, I would like to inform you that the main objects of the Company are trading in chemicals and being a Core investment Company (CIC) not required to be registered with the Reserve Bank of India, employees are working for the Company on deputation and has no workers and as such most of the reporting requirement of BRSR is not applicable to the Company. This is the first year of BRSR reporting for the Company, we are reporting on the essential indicators only.

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1.	<b>Corporate Identity Number (CIN) of the Company:</b>	:	L24219GJ1969PLC001588
2.	<b>Name of the Company</b>	:	Uniphos Enterprises Limited
3.	<b>Year of incorporation</b>	:	29/05/1969
4.	<b>Registered address</b>	:	11, G.I.D.C., Vapi, Dist Valsad, Gujarat, Pin-396 195.
5.	<b>Corporate address</b>	:	Uniphos House, C.D. Marg, 11 <sup>th</sup> Road, Khar (West), Mumbai – 400 052.
6.	<b>E-mail</b>	:	uel.investors@upl-ltd.com
7.	<b>Telephone</b>	:	022-68568000
8.	<b>Website</b>	:	www.uelonline.com
9.	<b>Financial year for which reporting is being done</b>	:	2022-23
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	:	BSE Limited National Stock Exchange of India Limited
11.	<b>Paid-up Capital</b>	:	₹ 1,390.92 lakhs
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	:	Mr. K. M. Thacker Ph: 022-68568000 Email: thackerkm@upl-ltd.com
13.	<b>Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).</b>	:	The disclosures under this report are made on Standalone basis.



II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	The Company is a Core Investment Company (CIC) not required to register with the Reserve Bank of India (RBI) The Company operates in trading in chemicals.	The financial asset of the Company is mainly investment in listed security The Company is engaged only in trading in chemicals.	99.99 0.01 (Rounded off to 2 decimals)

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Core Investment Company (CIC)	64990	99.99
2.	Trading in Chemicals	46691	0.01

III. Operations

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

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

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	2
International (No. of Countries)	0

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

Not Applicable-0%

c. A brief on types of customers

Various customers who are engaged in the chemical industry.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	Not Applicable since employees are working for the Company on deputation.				
2.	Other than Permanent (E)					
3.	Total employees (D + E)					
<b>WORKERS</b>						
4.	Permanent (F)	Not Applicable since the Company has no worker.				
5.	Other than Permanent (G)					
6.	Total employees (F + G)					



## b. Differently abled Employees and workers:

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

## 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33
Key Management Personnel	3	0	0

## 20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023 (Turnover rate in current FY)			FY 2022 (Turnover rate in previous FY)			FY 2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	Employees are working for the Company on the deputation.								
Permanent Workers	The Company has no workers.								

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

## 21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Nerka Chemicals Private Limited	Holding	73.29	No

## VI. CSR Details

22.	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii)	Turnover (in Rs.) for FY 2021-22	1,22,18,000
	(iii)	Net worth (in Rs.) as at 31 <sup>st</sup> March, 2022	262,99,32,968



**VII. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023 Current Financial Year			FY 2022 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  Company has Whistle Blower Policy where employees and others may lodge their grievances through Mail ID provided in the said Policy/ mechanism.  <a href="http://uelonline.com/policies/Uel_WHISTLEBLOWER_POLICY.pdf">http://uelonline.com/policies/Uel_WHISTLEBLOWER_POLICY.pdf</a>	-	-	-	-	-	-
Investors (other than shareholders)	Not Applicable	-	-	-	-	-	-
Shareholders	Yes, through direct communications with the Company through email id; uel.investors@upl-ltd.com and through SEBI scores.	4	0	Resolved	4	0	Resolved
Employees and workers	Yes  Company has Whistle Blower Policy where employees and others may lodge their grievances through Mail ID provided in the said Policy/ mechanism.  <a href="http://uelonline.com/policies/Uel_WHISTLEBLOWER_POLICY.pdf">http://uelonline.com/policies/Uel_WHISTLEBLOWER_POLICY.pdf</a>	-	-	-	-	-	-
Customers	Yes  Company has Whistle Blower Policy where employees and others may lodge their grievances through Mail ID provided in the said Policy/ mechanism.  <a href="http://uelonline.com/policies/Uel_WHISTLEBLOWER_POLICY.pdf">http://uelonline.com/policies/Uel_WHISTLEBLOWER_POLICY.pdf</a>	-	-	-	-	-	-
Value Chain Partners	Not Applicable	-	-	-	-	-	-
Other (please specify)	Not Applicable	-	-	-	-	-	-



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

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

S. 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.	ESG and Regulatory Compliance	Risk	ESG and regulatory compliance risk is linked to non-adherence with standards and guidelines of all regulatory agencies.	Improved business practices and Governance with a focus on complete compliance	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Sr. No.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>										
a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b.	Has the policy been approved by the Board? (Yes/No)	Yes, some of the Policies have been approved by the Board as per relevant statutory requirements.								
c.	Web Link of the Policies, if available	<a href="http://uelonline.com/policies.html">http://uelonline.com/policies.html</a>								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No, the Company does not apply its policy on its value chain partners.								
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	No	No	No	No	No	No	No	No	No
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-
<b>Governance, leadership and oversight</b>										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Refer to Director's Message at the beginning of this Business Responsibility and Sustainability Report.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Rajnikant Devidas Shroff, Managing Director of the Company DIN: 00180810								
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.	No								



**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes, by the Board Periodically/ Need Based																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, ongoing by the Board.																	
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.										No, Company reviews the working of the policies internally								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

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

**Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	During the year, the Board of Directors and KMPs of the Company devoted their time on various updates pertaining to the business, economy, regulations, ESG, etc.	100%
Key Managerial Personnel			
Employees other than BoD and KMPs	-	-	-
Workers	Not Applicable	Not Applicable	Not Applicable



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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement/ judicial institution	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding fee					

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement/ judicial institution	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment					
Punishment			Nil		

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

Case Details	Name of the regulatory/ enforcement/ judicial institution
	Not Applicable

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

No, the Company has not adopted an anti-corruption or anti-bribery policy but the same is covered under Code of Conduct and Whistle Blower Policy which pertain to ethics, bribery and corruption and the above policies are applicable to all our major vendors, etc. and the same can be accessed through the below mentioned link:

[https://www.uelonline.com/UEL\\_code\\_of\\_conduct\\_of\\_directors\\_and\\_senior.pdf](https://www.uelonline.com/UEL_code_of_conduct_of_directors_and_senior.pdf)

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

	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Directors	No Such action taken during the financial year 2022-23	No Such action taken during the financial year 2021-22
KMPs		
Employees	0	0
Workers	0	0

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

	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0

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

Not Applicable





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

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

	(Current Financial Year)	(Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	Not Applicable since the Company has no manufacturing plants		
Capex			

2.
  - a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**  
No
  - b. **If yes, what percentage of inputs were sourced sustainably?**  
NA
3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**  
Not Applicable since the Company operates in trading in chemicals and investments.
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.**  
No

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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)	
<b>Permanent employees</b>											
Male	Not Applicable since employees are working for the Company on the deputation. However, all these benefits are provided by the company which has deputed the employees.										
Female											
Total											
<b>Other than Permanent employees</b>											
Male	Not Applicable										
Female											
Total											



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

Benefits	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	Not Applicable since the Company has no workers.					
Gratuity						
ESI						
Others-please specify						

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

Benefits	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	Not Applicable since employees are working for the Company on the deputation. However, all the retirement benefits are provided by the company which has deputed the employees and deducted and deposited with authority.					
Gratuity						
Superannuation Fund/NPS						

**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

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

Yes, the Company's Code of Conduct outlines its commitment to non-discrimination, by providing equal opportunity to all its employees irrespective of race, color, religion, sex, national origin, ancestry, age, marital status, sexual orientation or disability. The same can be accessed at

[https://www.uelonline.com/UEL\\_code\\_of\\_conduct\\_of\\_directors\\_and\\_senior.pdf](https://www.uelonline.com/UEL_code_of_conduct_of_directors_and_senior.pdf)

**5. Return to work and Retention rates of permanent employees and workers that took parental leave.**

Category	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)	
	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Gender				
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-



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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Since the Company has no manufacturing plants, the Company does not employ workers.
Other than Permanent Workers	Not Applicable
Permanent Employees	The Company follow an "open-door" approach. Any employee having issues with related to work may contact Managing Director freely.
Other than Permanent Employees	Not Applicable

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

<b>Total Permanent Employees</b>	
Male	Not Applicable since employees are working for the Company on the deputation.
Female	
<b>Total Permanent Workers</b>	
Male	Since the Company has no manufacturing plants, the Company does not employ workers.
Female	

8. Details of training given to employees and workers:

Category	FY 2023 Current Financial Year				Total (D)	FY 2022 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		On Health and safety measures		On Skill upgradation		
		No. (B)	% (B / A)	No. (C)		% (C / A)	No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>	Not Applicable since employees are working for the Company on the deputation. However, all trainings are provided by the company which has deputed the employees.									
Male										
Female										
<b>Workers</b>	Since the Company has no manufacturing plants, the Company does not employ workers.									
Male										
Female										
<b>Total</b>										

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

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>	No					
Male						
Female						
<b>Workers</b>	Since the Company has no manufacturing plants, the Company does not employ workers.					
Male						
Female						
<b>Total</b>						



**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?**

Due to the nature of the operations of the Company, there are no critical occupational health and safety risks.

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

Due to the nature of the operations of the Company, there are no critical occupational health and safety risks.

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

Since the Company has no manufacturing plants, no workers are employed.

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

Yes, the Company is committed to the health and wellbeing of its employees and provides access to comprehensive medical and healthcare services, including routine medical check-ups. This ensures that employees have access to necessary healthcare services.

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

Safety Incident/Number	Category	FY 2023	FY 2022
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	Not Applicable	Not Applicable
Total recordable work-related injuries	Employees	-	-
	Workers	Not Applicable	Not Applicable
No. of fatalities	Employees	-	-
	Workers	Not Applicable	Not Applicable
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	Not Applicable	Not Applicable

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

The Company has prepared Standard Operating Procedure to ensure a safe and healthy work place.

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

Category	FY 2023 (Current Financial Year)			FY 2022 (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			Not Applicable			

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	-
Working Conditions	-

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

There were no safety related incidents or significant risks/concerns related to health and safety.





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

**Essential Indicators**

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

The Company identified group of stakeholders based on those group who are impacted by the company's business as well as those groups who have major impact on the business of the Company. The Key groups identified are as given under in table 2

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors/ Shareholders	No	Website of Company/ and Stock Exchanges/ Grievance mechanism/ Newspaper Publications or announcements/ Meetings or conferences	Annually/ Half Yearly/ Quarterly and event based	Communicating the business and financial performance and overall strategy of the Company.  Seeking their feedback and expectation of shareholders from the management of the Company.
Employees	No	One-to-one Meeting / Grievance mechanism/ Training Programs	Ongoing/ Event Based/ Ongoing	To communicate the performance and strategy of the Company.  For building a safe, diverse and inclusive working environment.  To seek their feedback & suggestions on the work culture.
Regulator	No	E-mail/ Website of the Regulators	Need-based/ Ongoing	Promote Transparent Communication with regulator to meet compliance obligations.

**PRINCIPLE 5 Businesses should respect and promote human rights**

**Essential Indicators**

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

Category	FY 2023 Current Financial Year			Total (D)	FY 2022 Previous Financial Year	
	Total (A)	No. of employees / workers covered (B)	% (B / A)		No. of employees / workers covered (B)	% (D / C)
<b>Employees</b>	Not Applicable since employees are working for the Company on the deputation.					
Permanent						
Other than Permanent						
<b>Total Employees</b>						
<b>Workers</b>	Since the Company has no manufacturing plants, the Company does not employ workers.					
Permanent						
Other than Permanent						
<b>Total Workers</b>						



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

Category	FY 2023						FY 2022			
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Permanent	2	-	-	2	100	2	-	-	2	100
Other than Permanent	-	-	-	-	-	--	-	-	-	-
<b>Total Employees</b>	-	-	-	-	-	--	-	-	-	-
<b>Workers</b>										
Permanent	Since the Company has no manufacturing plants, the Company does not employ workers.									
Other than Permanent										
<b>Total Workers</b>										

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	No Director of the Company receives any remuneration from the Company except payment of sitting fess to the Independent Directors for attending the Board and Committee meetings.			
Key Managerial Personnel	2	₹117.32 Lakhs	2	₹112.93 Lakhs
Employees other than BoD and KMP	Not Applicable			
Workers	Not Applicable			

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, we maintain zero tolerance towards discrimination and harassment of any kind, based on race, religion, colour, age, sex, pregnancy, sexual orientation, nationality, disability or any other classification as mandated by local laws.

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

Human Rights is one of the core values of the Company. The Company is committed to maintaining a safe and harmonious business environment and workplace for everyone, irrespective of ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation, and such other parameters.



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

Category	FY2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

The Company has framed Whistle Blower Policy to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

No, the Company will endeavor to incorporate such requirements in business agreements and contracts.

**9. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100
Discrimination at workplace	NIL
Child Labour	100
Forced Labour/Involuntary Labour	100
Wages	100
Other human rights related issues	NIL

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

Not Applicable

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

**Essential Indicators**

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total electricity consumption (A)	The electricity consumption of the Company is primarily related to maintenance of assets of the Company and as such is negligible.	
Total fuel consumption (B)		
Energy consumption through other sources (C)		
Total energy consumption (A+B+C)		
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)		

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



2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, the Company is not identified as designated consumer

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<b>Water withdrawal by source (in kilo litres)</b>		
(i) Surface water	The Company's usage of water is primarily restricted to employees' consumption purposes only.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>		
<b>Total volume of water consumption (in kilolitres)</b>		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

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

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

No

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

Parameter	Please specify unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
NOx	The Company has no manufacturing operations and as such does not produce any such emissions.		
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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





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

Parameter	Unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	The Company has no manufacturing operation and as such does not produce any such emissions.		
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)			
Total Scope 1 and Scope 2 emissions per rupee of turnover			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

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

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

No

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Since the Company has limited operations the disclosures are not applicable.	
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
<b>Total (A+B + C + D + E + F + G + H)</b>		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
<b>Category of waste</b>		
(i) Recycled	Since the Company has limited operations the disclosures are not applicable.	
(ii) Re-used		
(iii) Other recovery operations		
<b>Total</b>		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
<b>Category of waste</b>		
(i) Incineration	Since the Company has limited operations the disclosures are not applicable.	
(ii) Landfilling		
(iii) Other disposal operations		
<b>Total</b>		

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



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

Not applicable

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control	Corrective action taken, if any
Not Applicable				

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

#### Essential Indicators

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
The Company is not directly engaged in influencing public and regulatory policies and is not a member of any industry or trade associations.		

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
None		



**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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In the reporting year the Company did not undertake any social impact assessment.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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In the reporting year the Company did not undertake any ongoing Rehabilitation and resettlement (R and R) project

- Describe the mechanisms to receive and redress grievances of the community.**

The Company is committed to contributing to the improvement in the quality of life of individuals and empowerment of institutions which serve the community. The Code of Conduct and related policies are available to the public on the Company's website.

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2023 Current Financial Year	FY 2022 Previous Financial Year
Directly sourced from MSMEs/ small producers	-	-
Sourced directly from within the district and neighbouring districts	-	-

**PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner**

**Essential Indicators**

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Consumers can reach out Directly the KMP's with their feedback and Complaints, if any.

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

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



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

Category	FY 2023 (Current Financial Year)		Remarks	FY 2022 (Previous Financial Year)		Remarks
	Filed during the year	Pending resolution at the end of year		Filed during the year	Pending resolution at the end of year	
Data privacy			Nil			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	None	
Forced recalls		

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.

No

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

Not Applicable