

By online submission

Sec/23-24/102
Date: 10/01/2024

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

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

Dear Sir /Ma'am,

**SUBJECT: SUBMISSION OF BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)
FOR YEAR ENDED 31ST MARCH 2023**

We herewith enclose the Business Responsibility and Sustainability Report (BRSR) of the Company for the year ended 31st March 2023 in PDF mode.

Further, XBRL version of the same has already been submitted with BSE and NSE. Furthermore, BRSR report also part of Annual Report which was filed in PDF within due time with the Exchanges.

You are requested to take the same on record.

Thanking you,

Yours faithfully,
For, BODAL CHEMICALS LTD

Ashutosh B Bhatt
Company Secretary & Compliance Officer
Encl: As Above



HEAD OFFICE:

Plot No. 123-124, Phase-I,
G.I.D.C, Vatva, Ahmedabad- 382 445.,
Gujarat, India.

Tel: +91 79 2583 5437

2583 4223, 25831684

Fax: +91 2583 5245, 25836052

E-mail: bodal@bodal.com

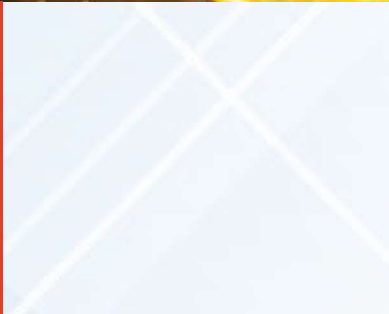
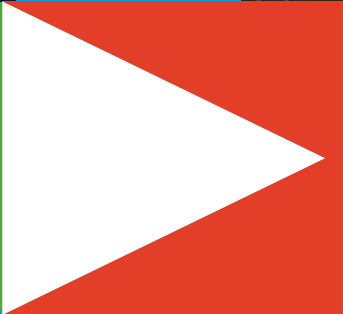
PLANT OFFICE:

UNIT - 2
Plot No. 123-124, Phase-I, G.I.D.C.
Vatva, Ahmedabad-382445.

Tel: 9909950855 / 856 / 857 / 858



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT



SECTION A GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1	Corporate identity number (CIN) of the listed entity	>	L24110GJ1986PLC009003
2	Name of the listed entity	>	BODAL CHEMICALS LIMITED
3	Year of incorporation	>	1986
4	Registered office address	>	Plot No 123-124, Phase-I, GIDC, Vatva, Ahmedabad-382445, Gujarat
5	Corporate address	>	Corporate House, Besides Maple Green Residency, Thaltej-Shilaj Road, Off. S. P. Ring Road, Thaltej, Ahmedabad-380059, Gujarat
6	E-mail	>	secretarial@bodal.com
7	Telephone	>	+919909950856, 07968160100
8	Website	>	https://www.bodal.com/
9	Financial year for which reporting is being done	>	FY 2022-23
10	Name of the Stock Exchange(s) where shares are listed	>	1. BSE Ltd. 2. National Stock Exchange of India Ltd.
11	Paid-up capital	>	₹ 25,12,46,930.00
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	>	Mr. Bhavin S Patel Executive Director 07968160100 secretarial@bodal.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	>	Standalone basis

II. PRODUCTS/SERVICES

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

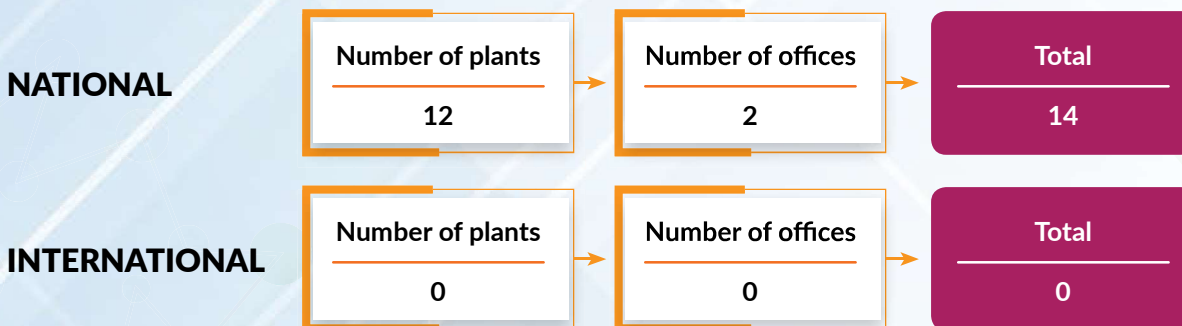
Chemicals manufacturing Description of main activity	Manufacturing and sales of chemicals Description of business activity	100% % of turnover of the entity
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15. Products/services sold by the entity (accounting for 90% of the entity's turnover):

Product/service	NIC Code	% of total turnover contributed
Caustic soda	2019	19%
Vinyl sulphone	2019	13%
H acid	2019	5%
Others	2019	63%

III. OPERATIONS

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



17. Markets served by the entity:

a. Number of locations

Number - PAN INDIA

Locations - National (No. of states)

Number - 33 Countries

Locations - International (No. of countries)

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

~30%

c. A brief on types of customers -

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

IV. EMPLOYEES

18. Details as at the end of financial year:

a. Employees and workers (including differently abled):

Sr. no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	1,918	1,882	98.12	36	1.88
2.	Other than permanent (E)	NIL	NIL	N.A.	NIL	N.A.
3.	Total employees (D + E)	1,918	1,882	98.12	36	1.88
WORKERS						
4.	Permanent (F)	158	158	100.00		
5.	Other than permanent (G)	1,446	1,446	100.00	NIL	N.A.
6.	Total workers (F + G)	1,604	1,604	100.00		

b. Differently abled employees and workers:

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

19. Participation/inclusion/representation of women

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

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	7.92	25.00	8.24	10.66	10.26	10.65	8.29	12.50	8.35
Permanent workers	7.59	NIL	7.59	10.83	NIL	10.83	NIL	NIL	NIL

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

S. no.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the business responsibility initiatives of the listed entity? (Yes/No)
1	Bodal Chemicals Trading Pvt. Ltd.	Wholly-owned subsidiary	100	No
2	Bodal Chemicals Trading (Shijiazhuang) Co., Ltd.	Wholly-owned subsidiary	100	No
3	Sener Boya Kimya Tekstil Sanayi Ve Ticaret Anonim Sirketi	Wholly-owned subsidiary	100	No
4	Bodal Bangla Ltd	Wholly-owned subsidiary	100	No
5	Bodal Indonesia PT	Wholly-owned subsidiary	100	No
6	Senpa Dis Ticaret Anonim Sirketi	Step down subsidiary	-	No
7	Plutoeco Enviro Association	Associate company	25	No

VI. CSR DETAILS

22.

Yes

(i)

Whether CSR is applicable as per section 135 of Companies Act, 2013:

₹ 15,551.22 million

(ii)

Turnover (in ₹):






₹ 10,695.74 million

(iii)

Net worth (in ₹):

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 2022-2023 (Current financial year)			FY 2021-2022 (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	No. However, a mechanism is in place to interact with community leaders to understand and address their concerns, if any.	NIL	N.A.	N.A.	NIL	N.A.	N.A.
 Shareholders	Yes. The same can be reviewed on the following weblink- https://scores.gov.in/scores/welcome.html	1	0	N.A.	NIL	N.A.	N.A.
 Employees and workers	Yes. The same can be reviewed on the following weblink- https://www.bodal.com/files/titlepdf1689150717_64ae64fd03df3.pdf	NIL	N.A.	N.A.	NIL	N.A.	N.A.
 Customers	No	NIL	N.A.	N.A.	NIL	N.A.	N.A.
 Value chain partners	No	NIL	N.A.	N.A.	NIL	N.A.	N.A.
 Other (please specify)				N.A.			

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



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






Risk



Opportunity

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)
	Environmental impacts		Many dyes and dye intermediates use toxic raw materials and generate hazardous waste. Responsible disposal, treatment, and minimising the environmental footprint through greener chemistry are crucial.	<ul style="list-style-type: none"> • Adopt sustainable production practices • Optimise resource utilisation • Implement cleaner technologies • Manage waste and emissions effectively • Encourage eco-friendly innovations • Enhance environmental monitoring and reporting • Invest in renewable energy sources 	Negative
	Product safety		Ensuring dyes and dye intermediates meet regulatory safety standards for human health and ecological impacts is critical for market access. Toxicological testing and data are important.	<ul style="list-style-type: none"> • Enhance product testing and quality control • Implement rigorous safety standards • Provide clear product usage guidelines • Offer comprehensive labelling and information • Conduct regular safety audits • Engage in continuous improvement through customer feedback 	Positive

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)
	Supply chain traceability		With complex global supply chains, tracing sources of raw materials and ensuring responsible and ethical sourcing is challenging but increasingly important. Lack of traceability could compromise the ability to monitor and control raw materials and processes, potentially leading to product defects or safety issues.	<ul style="list-style-type: none"> • Implement traceability systems • Require suppliers to disclose sources • Regularly audit suppliers • Collaborate with ethical suppliers 	Negative
	Resource use		Dyes and dye intermediates require significant amounts of water, energy, and raw materials. Efficiency, recycling, and circular approaches to reduce resource use are necessary for a sustainable approach.	<ul style="list-style-type: none"> • Adopt resource-efficient processes • Invest in energy-efficient technologies • Conduct life cycle assessments • Engage employees in resource conservation • Explore circular economy initiatives 	Negative
	Product quality and consistency		Meeting customer specifications for colour, fastness, strength, and uniformity is essential for dyes and pigments. Quality control is crucial. Poor product quality could result in product recalls, lawsuits, and liability claims, leading to substantial financial losses and damage to the Company's reputation.	<ul style="list-style-type: none"> • Implement rigorous quality control measures • Invest in advanced testing equipment • Train employees in quality assurance • Develop standardised processes • Conduct regular product testing • Establish customer feedback mechanisms 	Positive

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)
	Regulatory compliance		Evolving environmental regulations like REACH, VOC rules, and chemical management guidelines, require ongoing monitoring and compliance management. Embracing compliance can drive innovation and process efficiency, leading to cost savings, increased productivity, and a competitive advantage in the industry.	<ul style="list-style-type: none"> Stay informed about relevant regulations Conduct regular audits Engage legal experts for guidance Maintain accurate records and documentation Implement corrective actions promptly Foster a culture of compliance awareness 	Positive
	Talent and R&D		Attracting and retaining specialised chemists to develop innovative dyes, pigments, and manufacturing processes is key to competitiveness.	<ul style="list-style-type: none"> Invest in employee training and development Foster a culture of innovation Allocate resources for research and development Encourage collaboration of teams 	Positive
	Stakeholder concerns		Managing concerns from NGOs, communities, and consumers about potential health and ecological impacts require stakeholder engagement and transparency.	<ul style="list-style-type: none"> Establish regular communication and feedback channels Implement sustainable practices based on input Collaborate with NGOs and local communities 	Positive



SECTION B MANAGEMENT AND PROCESS DISCLOSURES

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

Sr. no	Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and management processes											
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	
	c. Web link of the policies, if available	https://www.bodal.com/files/titlepdf1686219333_6481aa45ed91f.pdf									
2	Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	
4	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	1.	Global Organic Textile Standards (GOTS)								
		2.	BlueSign System partner								
		3.	ISO 9001								
		4.	ISO 45001								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Bodal has established time bound ESG goals spanning climate action, resource conservation, workplace safety, diversity & inclusion, and governance, among others. The Company is committed to reducing emissions as per science-based targets and improving energy, water, and waste efficiency. It aims to further embed sustainability through goals on renewable energy, recycled material usage, community investment, and ethical conduct. Bodal's vision demonstrates the priority placed on environmental, social, and governance performance.									
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Bodal has made steady progress on specific ESG commitments and targets spanning climate action, resource conservation, ethical conduct and more. The Company has made progress around improving energy efficiency across operations, reducing scope 1 emissions through process improvements, and increasing waste management. It is committed to accelerating efforts and investments to meet further goals in the next financial year through dedicated focus and collaboration.									

Sr. Disclosure questions no **P1 P2 P3 P4 P5 P6 P7 P8 P9**

Governance, leadership and oversight

7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):	
	<p>Bodal integrates environmental, social, and governance principles across operations to improve stakeholder quality of life. The Company adheres to product stewardship, enhancing health, safety, and minimising environmental impacts across product lifecycles. Key ESG focus areas of the Company are climate action via science-based targets, resource conservation of energy and water, and responsible waste management. Robust safety, health and environmental policies safeguard employees and communities. It provide ethical, fair, and safe working conditions, demonstrating its commitment to human rights.</p> <p>Bodal has faced ESG challenges, yet it has succeeded in reducing emissions, conserving water, and hitting other targets through its sustainability efforts. However, the ESG journey is far from over, as it has upcoming plans and initiatives. By integrating ESG into its business strategy and operations, Bodal aims to generate long-term value for its stakeholders in a responsible manner.</p>	
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Suresh J. Patel, Chairman and Managing Director (DIN: 00007400) under the guidance of the Board of Directors and its Committees, is responsible for the implementation and oversight of the Business Responsibility policies.
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	<p>Yes</p> <p>Mr. Bhavin S. Patel Executive Director Contact Number: 070 68160100 Email: secretarial@bodal.com</p>

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

Sr. Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
no									
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.	Bodal undertakes periodical reviews of its sustainability policies by Senior Management and the Board. These reviews help drive continuous improvement across policies, projects, and performance related to business responsibility and sustainability. By regularly revisiting policies, the Company ensures they evolve in line with emerging priorities.								

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

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

SECTION C PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised 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 no of training and awareness programmes held	Topics/principles covered under the training and impact	% age of persons in respective category covered by the awareness programme
Board of Directors		During the year, the Board of Directors of Bodal (including its Committees) has invested time in various updates. These updates cover matters relating to an array of issues pertaining to the business, regulations, economy, and environmental, social, and governance parameters.	100.00
Key Managerial Personnel	1	Code of Conduct	100.00
Employees other than BOD & KMPs	69	Health and safety measures	100.00
	09	Skill upgradation	73.25
Workers	25	Health and safety measures	100.00

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

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

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

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

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

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

Bodal's business responsibility policy is rooted in core values of trust, respect, responsibility, fairness, and care, and it has a zero tolerance approach towards corruption and bribery. The Company is committed to professional, fair, and ethical conduct in all business dealings and relationships globally.

Bodal engages with supply chain partners who adhere to laws and regulations governing labour practices, human rights, anti-bribery, occupational health & safety, and the environment. By selecting suppliers that meet these high compliance standards, the Company aims to extend its culture of integrity throughout its value chain.

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

	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Directors		
KMPs		
Employees		NIL
Workers		

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 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL

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

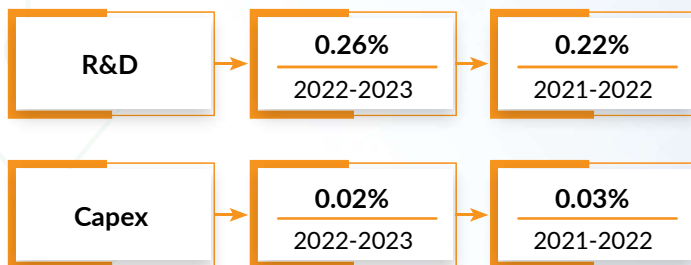
Not applicable

PRINCIPLE - 2

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

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.



Details of improvements in environmental and social impacts

Bodal integrates sustainable design into its upgrades and process improvements to strategically minimise effluent and waste generation from the beginning.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes

b. If yes, what percentage of inputs were sourced sustainably?

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

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

- a. **Plastics (including packaging)** - Bodal has registered under the Extended Producer Responsibility programme for managing plastic waste generated from operations and packaging. The Company aims to maximise the reuse and recycling of plastic waste, reducing the quantities requiring disposal. For instance, plastic bags and containers received from raw material suppliers are returned for reuse, avoiding the need for new bags and saving resources. Additionally, used bags are leveraged for solid waste packing to extend their lifecycle. Such initiatives showcase Bodal's commitment to responsible plastic waste
- b. **Hazardous waste** - Bodal continuously works to minimise hazardous waste generation over time. Rather than landfill disposal, solid hazardous waste is increasingly sent to authorised actual users, promoting a circular economy. For example, chemical gypsum is sent to cement units for co-processing, and spent acids are reused or sent to legitimate downstream users. Such initiatives showcase the Company's commitment to responsible hazardous waste management.
- c. **E-waste:** E-waste from Bodal is safely collected onsite and then transported to authorised facilities specialising in recycling and responsible disposal, minimising environmental impact.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Bodal has registered under the Extended Producer Responsibility (EPR) programme for plastic waste, demonstrating its commitment to managing plastic packaging in an environmentally responsible way.

PRINCIPLE - 3

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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1,882	161	8.55	127	6.75	NIL	N.A.				
Female	36	NIL	N.A.	NIL	N.A.	36	100.00	NIL	N.A.	NIL	N.A.
Total	1,918	161	8.39	127	6.62	36	1.88				
Other than permanent employees											
Male											
Female							N.A.				
Total											

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	158	50	31.64	158	100.00						
Female	NIL	NIL	N.A.	NIL	N.A.	NIL	N.A.	NIL	N.A.	NIL	N.A.
Total	158	50	31.64	158	100.00						
Other than permanent workers											
Male	1,446										
Female	0	NIL	N.A.	NIL	N.A.	NIL	N.A.	NIL	N.A.	NIL	N.A.
Total	1,446										

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

Benefits	FY 2022-23 (Current financial year)			FY 2021-22 (Previous financial year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	85.66	81.98	Y	87.21	87.10	Y
Gratuity	100	100	Y	100	100	Y
ESI	50.10	95.45	Y	47.59	87.91	Y
Others – please specify	N.A.					

3. Accessibility of workplaces

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

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

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

Bodal provides equal employment opportunities to all employees and applicants regardless of race, caste, religion, colour, marital status, gender, sexual orientation, age, nationality, ancestry, disability, or any other protected status. The Company believes in treating everyone fairly and does not tolerate any unlawful discrimination when hiring or making workplace rules.

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	NIL	NIL	NIL	NIL
Total				

Note: During the reporting period, no employee or worker had taken parental leaves.

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.

Other than permanent workers

Permanent workers

Yes/No (If yes, then give details of the mechanism in brief)

Yes. Any concerns received through email, letter, or other means are logged and reviewed by the ombudsperson for validity. Complaints that require further inquiry are assigned to an internal or external investigator. The investigator gathers information, analyses data, and documents observations and recommendations in an investigation report. The ombudsperson reviews this report and may refer serious matters, along with proposed actions, to the Audit Committee. For extremely serious cases, the Audit Committee can further escalate to the Board with recommendations. The Board then decides on appropriate measures. By having robust protocols and escalation procedures, concerns can be addressed at the appropriate levels through an unbiased investigation.

Permanent employees

Other than permanent employees

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

Category	FY 2022-23 (Current financial year)			FY 2021-22 (Previous financial year)		
	Total employees/ workers in respective category	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category	No. of employees/ workers in respective category, who are part of association(s) or Union(D)	% (D/C)
Total permanent employees	1,918	NIL	N.A.	1,868	NIL	N.A.
Male	1,882			1,829		
Female	36			39		
Total permanent workers	158	68	43.04	157	70	44.59
Male	158	68	43.04	157	70	44.59
Female			N.A.			

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current financial year)					FY 2021-22 (Previous financial year)				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,882	1,882	100.00	1,381	73.38	1,829	1,829	100.00	1,271	69.49
Female	36	36	100.00	24	66.66	39	39	100.00	31	79.49
Total	1,918	1,918	100.00	1,405	73.25	1,868	1,868	100.00	1,302	69.70
Workers										
Male	1,604	1,604	100.00	NIL	N.A.	1,117	1,117	100.00	NIL	N.A.
Female			N.A.					N.A.		
Total	1,604	1,604	100.00	NIL	N.A.	1,117	1,117	100.00	NIL	N.A.

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

Category	FY 2022-2023			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Permanent employees						
Male	1,882	85	4.52	1,829	1,829	100.00
Female	36	4	11.11	39	39	100.00
Total	1,918	89	4.64	1,868	1,868	100.00
Permanent workers						
Male	158	148	93.67	157	157	100.00
Female	NIL	NIL	N.A.	NIL	NIL	N.A.
Total	158	148	93.67	157	157	100.00

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, Bodal has implemented a safety & health management system spanning all manufacturing locations, offices, R&D labs, and supply chain partners. This enables the Company to protect the environment, health, and safety of employees, contractors, visitors, and other relevant stakeholders across its operations and ecosystem.

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

Bodal has structured hazard assessment and risk management processes that consider both routine and non-routine activities. Cross-functional teams identify hazards through tools like Hazard Identification & Risk Assessment (HIRA) and SOPs before starting any work. Identified risks are addressed per a hierarchy of controls approach. Technical process risks are evaluated case-by-case. Employees and contractors are encouraged to report unsafe conditions, which are acted on swiftly. Formal risk assessment training is completed to build competency. By taking a proactive and comprehensive approach to hazard ID and risk assessment for all activities, the Company aims to mitigate safety incidents and protect the well-being of the workforce.

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

Yes. Bodal encourages employees to promptly report hazardous incidents. Upon receiving reports, a response team visits the location and takes appropriate actions to reduce risks. Analysing the reported incidents, valuable insights are distributed throughout the organisation to prevent similar occurrences. The Company's commitment to hazard reporting and action contributes to fostering a culture focussed on safety.

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

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

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

Safety incident/number	Category	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.20	0
	Workers	0.39	0.26
Total recordable work-related injuries	Employees	2	0
	Workers	3	2
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	1
	Workers	0	0

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

Bodal implements world-class safety, health, and environment (SHE) practices through continuous improvement efforts inspired by industry leaders. The Company’s Board-level SHE and Sustainability Committee, chaired by a Director, oversees policies and activities for regulatory compliance.

At each site, the integrated Corporate SHE Policy, aligned with Bodal’s safety policy, sustainability goals, and local regulations, is embraced, prioritising stakeholder well-being. Voluntary standards like process safety and risk management, ISO 45001, responsible care and British Safety Council guidelines, drive further progress. The Company’s top-down safety culture involves senior management instilling core values that guide daily operations. Employees receive specialised training to safely tackle potential hazards, while tailored medical checkups identify health risks, with adequate onsite facilities and external healthcare tie-ups.

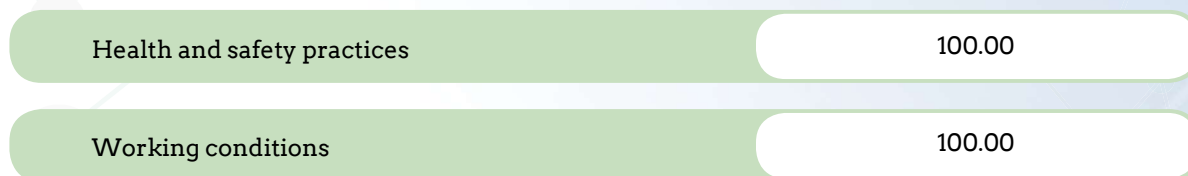
Bodal sets lead and lag measurement targets using past performance, regulations, stakeholder needs, and industry best practices for zero harm journey. Data analysis through trends, root causes, and benchmarking guides improvement. The Company’s Board reviews the Positive Assurance Matrix tracking SHE, Fire, and Electrical Safety. The Progressive Safety Index, with 11 lead indicators across five elements, determines safety progress versus organisational and legislative requirements with frameworks like ISO 45001.

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

	FY 2022-23 (Current financial year)			FY 2021-22 (Previous financial year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions						
Health & safety	NIL		N.A.	NIL		N.A.

14. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)



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.

Bodal has robust procedures in place to investigate, analyse, and mitigate any safety incidents or concerns at its sites. Cross-functional teams conduct thorough investigations to identify root causes and implement preventive actions to avoid recurrence. Learnings are actively shared across the organisation. Senior management oversees and monitors the progress of action plans stemming from these investigations.

Bodal employs various proactive steps to minimise workplace accident risks, including regular reviews of policies/procedures, inspections, training, defined safety roles, providing PPEs, observations, project lifecycle considerations, asset management, emergency preparedness, and risk-based incident prevention. By continuously assessing health, safety practices and working conditions, Bodal is able to identify and mitigate any areas of concern or risk. By adopting a comprehensive incident response strategy and proactive risk management approach, the Company fosters a mature safety culture focussed on the well-being of its employees and stakeholders.

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.

Bodal identifies and maintains regular engagement with key internal and external stakeholders like employees, shareholders, communities, customers, suppliers, vendors, and banking partners. Given their direct influence on ongoing operations and business objectives, transparent communication serves as a platform to address mutual concerns and achieve unified strategies for the Company's sustainable progression.

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 & marginalised Group (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), other	Frequency of engagement (annually/ half yearly/ quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meeting, shareholder meets, email, Stock Exchange (SE) intimations, investor/ analysts meet /conference calls, annual report, quarterly results, media releases, Company/SE website	Need-based and quarterly calls	<ul style="list-style-type: none"> Facilitating shareholders to raise concerns about company policies and strategy Informing and educating the investor community Assessing shareholder expectations and feedback
Employees and workers	No	Senior leaders' communication/talk/ forum, briefing, goal setting and review meetings, exit interviews, union meetings, wellness initiatives, engagement survey, email, intranet, flat screens, websites, circulars.	Ongoing	<ul style="list-style-type: none"> Professional development through career growth, training programmes, and learning opportunities Performance incentives including rewards and recognition Safe and healthy work environment along with supportive company policies Fair grievance redressal processes Employee-friendly and engaging work policies

Stakeholder group	Whether identified as vulnerable & marginalised 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
Customers	No	Website, distributor/retailer/direct customer meets, senior leader-customer meets/visits, customer plant visits, focus group discussion, trade body membership, complaints management, information on packaging, customer surveys	Ongoing	<ul style="list-style-type: none"> • Gaining insight into client needs, industry dynamics, and business obstacles. • Recognising opportunities to enhance products and services • Evaluating investments and capabilities necessary to meet client demand • Comprehending client data privacy and security requirements • Leveraging knowledge of clients and industry landscape to identify areas for improvement, investments and capabilities to better serve clients, while ensuring data protection
Suppliers	No	Communication and partnership meet, plant visits, MoU and framework agreements, trade association meets/seminars, professional networks, contract management/ review, product workshops/ onsite presentations, satisfaction surveys	Ongoing	<ul style="list-style-type: none"> • Consistent and reliable demand for products/services • Financial stability and good creditworthiness • Ethical practices and integrity • Equitable business dealings • Strong corporate governance

Stakeholder group	Whether identified as vulnerable & marginalised 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
Government	No	Advocacy meetings with local/state/national Government and ministries	Frequent and need-based	<ul style="list-style-type: none"> Identify opportunities for sustainable growth Exchange thought leadership and insights on public and business matters Partner to develop solutions addressing social challenges Maintain compliance with all applicable laws, rules, and regulations
Banks	No	Email, letters, representation, and in person meeting (Visit at banks), among others	Frequent and need-based	<ul style="list-style-type: none"> Financial requirements and transactions
Communities	Yes	CSR directly or indirectly and meetings (of community/local authority/ location head/council), community visits and partnership with local charities, volunteerism	Ongoing	<ul style="list-style-type: none"> Minimising negative environmental impact Local employment CSR activities



PRINCIPLE - 5

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

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 2022-23 (Current financial year)			FY 2021-22 (Previous financial year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1,918	NIL	N.A.	1,868	NIL	N.A.
Other than permanent	NIL	NIL	N.A.	NIL	NIL	N.A.
Total Employees	1,918	NIL	N.A.	1,868	NIL	N.A.
Workers						
Permanent	158	NIL	N.A.	157	NIL	N.A.
Other than permanent	1,446	NIL	N.A.	960	NIL	N.A.
Total workers	1,604	NIL	N.A.	1,117	NIL	N.A.

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

Category	FY 2022-23 (Current financial year)					FY 2021-22 (Previous financial year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1,882	981	52.13	901	47.87	1,829	933	51.01	896	48.99
Female	36	4	11.11	32	88.89	39	11	28.21	28	71.79
Other than permanent										
Male	N.A.				N.A.					
Female	N.A.				N.A.					

Category	FY 2022-23 (Current financial year)					FY 2021-22 (Previous financial year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent										
Male	158	32	20.25	126	79.75	157	31	19.75	126	80.25
Female			N.A.					N.A.		
Other than permanent										
Male	1,446	1,446	100.00	NIL	N.A.	960	960	100.00	NIL	N.A.
Female			N.A.					N.A.		

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (per annum)	Number	Median remuneration/salary/wages of respective category (per annum)
Board of Directors (BoD)*	4	₹ 1,08,00,000.00	0**	N.A.
Key Managerial Personnel #	2	₹ 39,40,002.00	0	N.A.
Employees other than BoD and KMP	1,876	₹ 2,69,994.00	36	₹ 3,41,574.00
Workers	158	₹ 2,81,832.00	0	N.A.

*Sitting fees paid to Independent Directors are not included in the calculation of the Median remuneration of BoDs.

** Women Director is an Independent Director.

In KMP, one Chairman and Managing Director and two Executive Directors are not covered, as they are covered under the Board of Directors.

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

Bodal has put in place a robust governance mechanism, wherein location heads report to the CMD to address human rights grievances. This mechanism enables a transparent review and resolution process for addressing any concerns related to human rights.

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

Bodal has implemented a multi-step grievance redressal mechanism to investigate any human rights concerns raised by stakeholders. Upon receiving a complaint through email, letter, or other means, it is recorded and evaluated. Valid complaints that require further investigation are handled by an authorised ombudsman. This individual gathers information, conducts data analysis, and documents observations and recommendations. A thorough, unbiased investigation is conducted before findings are submitted, and recommended actions are implemented, recorded, and reviewed by senior management and the Audit Committee for closure.

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

Category	FY 2022-23 (Current financial year)			FY 2021-22 (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		NIL	N.A.		NIL	N.A.
Wages						
Other human rights related issues						

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

Bodal ensures strict confidentiality through its robust Whistle-blower and Prevention of Sexual Harassment policies, enabling employees to come forward without fear and protecting reporter anonymity.

Moreover, the Company’s Code of Conduct reinforces this ethical conduct by prohibiting retaliation against legitimate concern reporting, imposing discipline for targeting whistle-blowers and promoting transparent ethics that align with the Company’s values.

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

Bodal not only actively recognises and respects human rights but also encourages its suppliers to adhere to applicable laws and uphold environmental, social, and governance (ESG) standards.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	NIL
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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







Not applicable

PRINCIPLE - 6

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

ESSENTIAL INDICATORS

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

		FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Total electricity consumption (A) (in GJ)		7,76,951.78	7,39,694.18
Total fuel consumption (B) (in GJ)		9,92,480.79	4,22,794.54
Energy consumption through other sources (C) (in GJ) Coal used in CPP		21,83,03.30	12,70,259.46
Total energy consumption (A+B+C) (in GJ)		19,87,735.82	24,32,748.18
Energy intensity per rupee of turnover (Total energy consumption in GJ/turnover in million rupees)		127.82	120.98
Energy intensity (optional) – the relevant metric may be selected by the entity		N.A.	N.A.

GJ: Gigajoules

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

Yes. To meet regulatory requirements, the mandatory energy audit was conducted by M/s TMCC at Bodal's manufacturing Unit 12, located in the village of Khadauli/Sardargarh, Rajpura, Patiala district, Punjab.

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.

Not applicable

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

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	6,99,533	9,94,478
(iii) Third party water (Canal water)	9,10,660	6,67,890
(iv) Seawater/desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	16,10,193	16,62,368
Total volume of water consumption (in kilolitres)	16,10,193	16,62,368
Water intensity per rupee of turnover (Water consumed in KL/turnover in rupee million)	103.54	82.67
Water intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.

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

Yes. An external agency, M/s Excel EHS Services, conducted an Environmental & Safety audit in December 2022 at Bodal's Rajpura unit per MSIHC rules. A water audit by Laghu Udhog Bharati, New Delhi, occurred at the Company's BCL-VII.

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

Yes, the Company has taken major steps to recycle and reuse wastewater at its facilities. Specifically, the Mathura, Padara, Khambhat and Punjab units have implemented Zero Liquid Discharge systems to achieve 100% wastewater recycling. At other facilities, the Company treats liquid effluent in-house and either supplies it to a common effluent treatment plant or discharges it in accordance with all procedures and regulations set by the Pollution Control Board.

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

Parameter	Please specify unit	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
NO _x	Kg/Day	3.84	13.02
SO _x	Kg/Day	4.47	19.52
Particulate matter (PM)	Kg/Day	39.88	111
Persistent organic pollutants (POP)	N.A	NIL	NIL
Volatile organic compounds (VOC)	N.A.	NIL	NIL
Hazardous air pollutants (HAP)	Kg/Day	0.43	0.72
Others- please specify: Acid Mist	Kg/Day	0.02	0.02

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

No, Bodal conducts regular environmental monitoring across its operating units. Half-yearly ambient air, quarterly stack emission, and treated water analyses are carried out by external agencies for the Company's Punjab and Gujarat facilities. Testing is performed by accredited third parties, including Noida Testing Laboratories, EcoCare Solutions, and auditors allotted by the Gujarat Pollution Control Board.

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

Parameter	Unit	FY 22-23 (Current financial year)	FY 21-22 (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	9,00,26,886.55	13,49,39,295.31
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	1,76,972.35	1,68,485.90
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO _{2e} /million ₹ turnover	5,800.44	6,719.01
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		N.A.	

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

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

Yes.

Bodal operates a 1.73 MW power plant at its Dudhwada, Padara facility, which utilises steam generated as a by-product of sulfuric acid production. This allows the plant to reduce coal consumption by using available steam in its production processes. Additionally, the Company plans to commission another captive power plant at its Sayakha location. These initiatives exemplify Bodal's efforts to improve energy efficiency and minimise environmental impact through co-generation and by-product reuse.

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

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	NIL	NIL
E-waste (B)	NIL	1.59
Bio-medical waste (C)	0.012	0.014
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	NIL	NIL
Radioactive waste (F)	NIL	NIL
Other hazardous waste. Please specify, if any. (G)	0.01	14.96
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2,039.00	2,432.40
Gypsum sludge	17,246.64	34,738.712
Iron sludge	3,300.48	4,585.01
Spray drying ash	3,791.78	1,173.65
ETP sludge	5,253.74	5,931.40
Distillation residue	18.15	154.47
Discarded container	6.44	0
Process sludge	31.43	10.25
Total	31,688.68	49,042.46

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	18,842.04	21,818.62
(ii) Re-used	NIL	NIL
(iii) Other recovery operations Co-processing	20,741.42	40,731.28
Total	39,583.46	62,549.90
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NIL	NIL
(ii) Landfilling	8,880.82	5,051.04
(iii) Other disposal operations	NIL	NIL
Total	8,880.82	5,051.04

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

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.

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

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

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

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:

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.
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While Bodal's units are not near ecologically sensitive areas, it obtains all the necessary environmental approvals and clearances.

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:

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
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Yes. Bodal's units have secured valid consent to operate from the State Pollution Control Board, ensuring they meet and upgrade the requirements on an ongoing basis.

PRINCIPLE - 7

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

ESSENTIAL INDICATORS

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

Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
Gujarat Chamber of Commerce & Industry	State
Chemexcil	National
Gujarat Dyestuff Manufacturers Association	State
Dyestuff Manufacturers Association of India	National
Vatva Industrial Associaton	State
Alkali Manufacturers Association Of India (Amai)	National
Sayakha industries Association	State

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse. orders from regulatory authorities.**

Name of authority	Brief of the case	Corrective action taken
Not applicable		

PRINCIPLE - 8

Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

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

Name and brief details of project	SIA notification no.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
Not applicable					

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

Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
Not applicable					

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

Bodal has implemented a formal community grievance process to receive and resolve concerns. Site-level committees with cross-functional teams investigate issues, conduct joint field visits, and address concerns appropriately and timely. All community concerns are logged and tracked through resolution. This robust system enables the Company maintain good connections with the local people by handling their problems promptly and in a way that makes them feel satisfied.

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

	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Directly sourced from MSMEs/small producers	5.85	2.70
Sourced directly from within the district and neighbouring districts	61.39	66.09

PRINCIPLE - 9

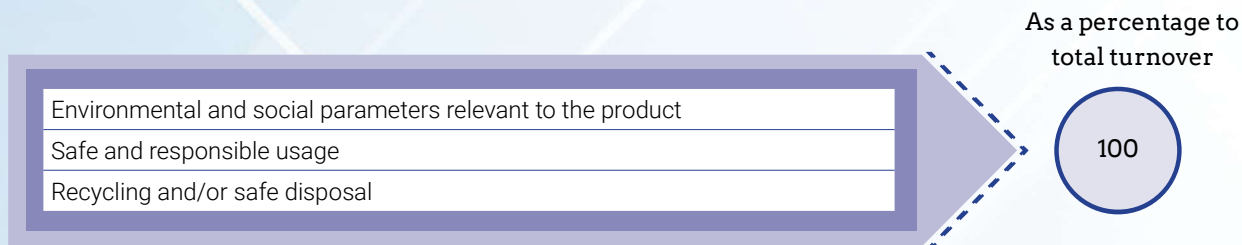
Businesses should engage with and provide value to their consumers in a responsible manner.

ESSENTIAL INDICATORS

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

Customers with complaints regarding Bodal's products can contact its marketing heads to initiate the complaint process. The marketing team will visit or ask for additional information from the customer to check the complaint. Based on the nature of the issue, the Company handles and resolves complaints within established timelines. It is committed to addressing customer concerns promptly and satisfactorily through this complaint management system.

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



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

	FY 2022-23 (Current financial year)		Remarks	FY 2021-22 (Previous financial year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services		Nil		Nil		
Restrictive trade practices						
Unfair trade practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		NIL

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

Bodal recognises the importance of maintaining robust cybersecurity policies and practices to safeguard data privacy. The Company strives to identify, monitor, and mitigate cyber risks and it also ensures compliance with relevant data privacy regulations.

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

During the reporting period, Bodal did not receive any complaints regarding advertising, delivery, cybersecurity, or data privacy. There were no instances of product recalls, and the Company did not face any fines, penalties, or regulatory actions related to the safety of its product or services.

