



Meghmani Finechem Limited

Registered Office : "Meghmani House", B/h. Safal Profitaire, Corporate Road,
Prahladnagar, Ahmedabad - 380 015. Gujarat. INDIA. | T : +91 79 2970 9600 / 7176 1000
E : helpdesk@meghmanifinechem.com | CIN : L24100GJ2007PLC051717

3rd June, 2023

National Stock Exchange of India Limited
"Exchange Plaza",
Bandra-Kurla Complex,
Bandra (East) Mumbai 400 051

BSE Limited
Floor- 25, P J Tower,
Dalal Street,
Mumbai 400 001

SCRIP CODE: MFL

SCRIP CODE: 543332

Dear Sir,

Sub: Business Responsibility and Sustainability Report for the F.Y. 2022-23

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, enclosed herewith the Business Responsibility and Sustainability Report for the F.Y. 2022-23, which forms an integral part of the Annual Report for the F.Y. 2022-23.

The Annual Report for the F. Y. 2022-23 is also available on Company's website at www.meghmanifinechem.com.

You are requested to kindly take the same on your record.

Thanking you,

Yours faithfully,
For Meghmani Finechem Limited

K. D. Mehta
Company Secretary and Compliance Officer
Membership No. FCS 2051

Encl.: As above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity	
1. Corporate Identity Number (CIN) of the Listed Entity	L24100GJ2007PLC051717
2. Name of the Listed Entity	MEGHMANI FINECHEM LIMITED
3. Year of incorporation	11.09.2007
4. Registered office address	Meghmani House, B/h. Safal Profitaire, Corporate Road, Prahladnagar, Ahmedabad - 380015, Gujarat
5. Corporate address	Meghmani House, B/h. Safal Profitaire, Corporate Road, Prahladnagar, Ahmedabad - 380015, Gujarat
6. E-mail	helpdesk@meghmanifinechem.com
7. Telephone	079 - 2970 9600 / 7176
8. Website	https://www.meghmanifinechem.com/
9. Financial year for which reporting is being done	2022-2023
10. Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited 2. BSE Limited
11. Paid-up Capital	₹41,55,01,580/- (4,15,50,158 Equity Shares of ₹10/- each)
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Kamlesh D. Mehta, Company Secretary & Compliance Officer Mobile - 9825005768, E-mail - kamlesh.mehta@meghmani.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)

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Chemicals	Manufacturing and Selling of Chemicals	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacturing and Selling of Chemicals	20119	100%

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	1	3	4
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	1
International (No. of Countries)	0
b. What is the contribution of exports as a percentage of the total turnover of the entity?	4%
c. A brief on types of customers	Meghmani Finechem is proud to cater to a diverse range of customers from both the government and private sectors. We serve a variety of industries, including alumina, pharmaceuticals, textiles, agriculture, paper & pulp, pu forms, paints CPVC pipe & fitting, construction, alumina, water treatment, refineries, soap and detergent etc.

IV. Employees

18. Details as of the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	901	889	98.67%	12	1.33%
2.	Other than Permanent (E)	35	32	91.43%	3	8.57%
3.	Total employees (D + E)	936	921	98.40%	15	1.60%
WORKERS						
4.	Permanent (F)	0	0	0	0	0%
5.	Other than Permanent (G)	585	573	97.95%	12	2.05%
6.	Total workers (F + G)	585	573	97.95%	12	2.05%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	2	2	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	2	2	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	0	0	0%	0	0%

19. Participation/Inclusion/Representation of women

a. Employees and workers (including differently abled):

	Total (A)	Female No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel	3	0	0%

20. Turnover rate for permanent employees and workers

	FY 2022-23 (Turnover rate in current FY)			FY 2021-2022 (Turnover rate in previous FY)			FY 2020-2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27.35%	0.36%	27.71%	18.32%	0.50%	18.32%	10.45%	0%	10.45%
Permanent Workers	0%	0%	0%	0%	0%	0%	0%	0%	0%

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.	Meghmani Advanced Sciences Limited	Subsidiary Company	100%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in ₹) (In Lakhs)	2,18,839.97
(iii) Net worth (in ₹) (In Lakhs)	1,06,916.70

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)	FY 2022-23 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	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	5	0	-	5	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	0	0	0	-
Other (please specify)	-	-	-	-	-	-	-

*<https://www.meghmanifinechem.com/corporate-governance>

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

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	Sustainable Supply Chain	Opportunity	In today's era of growing environmental awareness, companies are adopting more ethical and sustainable purchasing policies. By procuring goods that are environmentally and socially responsible, companies can not only reduce their impact on the environment but also create a positive brand image.		Positive
2	Emission and Pollutants	Risk	Chemical production produces direct (Scope 1) greenhouse gas (GHG) emissions from fossil fuel burning in manufacturing and cogeneration processes and process emissions from feedstock transformation. In addition to greenhouse gases (GHGs). Chemical manufacturing may also emit air emissions such as sulphur dioxides (SO _x), nitrogen oxides (NO _x), and hazardous air pollutants during manufacturing. For chemical firms, emissions might result in operating risks, fines, or expenditures associated with regulatory compliance.	We understand the importance of reducing our carbon footprint and take our responsibility to the environment seriously. Our company is committed to implementing sustainable practices and continually strives to reduce energy consumption through the adoption of new technologies. Additionally, we are actively exploring ways to derive energy from renewable sources to further reduce our reliance on non-renewable resources. Towards our commitment to clean energy generation and carbon footprint minimisation, we are looking forward to set up 18.34 Mw wind- solar hybrid project. Also adopting the new age technology such as ECH - Glycerol technology which consumes less energy, water and generate less waste.	Negative
3	Circular Economy	Opportunity	The Circular Economy model of production and consumption emphasize and promote the reuse, refurbishment, and recycling of materials and products already in existence. Transition to circular economy can reduce the material consumption during the production.		Positive
4	Water Management	Risk	Water is a critical input in chemical production. Companies with water-intensive operations face a greater risk of operational disruption due to water scarcity, which can also increase water procurement prices and capital expenditures. Similarly, chemical manufacturing generates process wastewater that must be treated before disposal. Noncompliance with water quality regulations may result in regulatory compliance and mitigation costs.	As a responsible chemical manufacturing organization, we put a premium on the ability to moderate water consumption. We have upgraded our wastewater management by replacing normal wastewater treatment with new age technology. This replacement moderated water and power consumption, helping moderate environment impact and conserve natural resources. The company also invested various water conservation schemes, this water is further used in the cooling tower and for other processes.	Negative

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)
5	Handling of Hazardous Chemicals	Risk	Chemical company is responsible for managing all risks related to the storage and handling of hazardous chemicals. The improper handling of chemicals and spills can cause harm to the environment or humans and also imposes a heavy fine and reputational risk on the company.	Company ensures that hazardous materials are handled in a manner that mitigates risks to the environment, employees, and the community. In order to maintain the health & safety at workplace company conducts lot of internal and external health and safety audits. Also, the environmental and social parameters relevant are information is provided with the product. In case of hazardous waste, company ensure the waste is managed as waste management rules and regulations.	Negative
6	Waste Management	Risk	Typically, waste is generated as part of a company's operations, captive power plant, maintenance of machinery and office administrative work. Improper waste handling may contribute to air pollution, climate change, and various direct and indirect impacts on the ecosystem. It may also cause health and safety risks to personnel exposed to the waste. Non-compliance with waste management regulations may lead to the imposing of heavy fines.	The company replaced and switched to various new technology to reduce the waste generation. This replacement helped to reduce the consumption of a natural resource, reduced waste generation and waste disposal in open land. This year company also registered for EPR to take responsibility for the plastic waste generated by its products and packaging.	Negative
7	Community Relation and Engagement	Opportunity	Chemical firms are significant economic contributors, offering employment opportunities and fostering community development through taxes and capital generation. Environmental policy, community health, and process safety have significant regulatory, operational, financial, and reputational ramifications for companies. Building strong relationships with communities can help chemicals companies mitigate potential operational disruption, reduce regulatory risk, retain top employees, lower the risk of litigation expenses in the event of process safety incidents, and ensure a strong social license to operate. Process safety incidents jeopardise community health and safety, resulting in regulatory penalties, legal action, and mitigating expenses.		Positive

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)
8	Product Innovation	Risk	The chemical industry has the potential to impact human health and the environment. So, the industry can reduce regulatory risk and grow its market share by coming up with innovative approaches to manage the potential impact of the product by developing an alternate product or reducing toxicity.	To maintain position as the market leader in the chemical industry, the company places a strong emphasis on product innovation. MFL emphasizes on innovation at process level to achieve its aim of sustainable production. As part of this effort, the organization is establishing an R&D center to concentrate on advancing innovative products.	Negative
9	Diversity and equal opportunity	Risk	A company's high diversity and inclusion rate reflect employees' sense of belonging and fairness within the company. Improving diversity and inclusion helps companies to support vulnerable groups resulting in community brand image creation for the company.	We enhance diverse employee engagement for increased productivity & creativity and are an equal opportunity employer. We also have equal employment opportunity policy applies to all aspects of employment, including recruitment, hiring, promotions, transfers, compensation, benefits, and termination.	Negative
10	Product Safety & Quality	Risk	Product safety and quality is a critical issue for companies in the Chemicals industry. Chemicals' potential to have negative effects on human health or the environment throughout the usage phase can affect consumer demand for the product and regulatory risk, which can then damage sales and lead to higher operational costs, regulatory compliance costs, and mitigation.	To ensure the safety of the product environmental and social parameters relevant to the product such as Safe and responsible usage, Recycling or safe disposal are attached on product packaging. Also we have quality labs at the plant which help us to maintain the product quality. We invested in a combination of standard operating protocols and certifications (ISO 9001 and ISO 14001), strengthening the company's alignment with Quality Management System, Good manufacturing Practices and Standard Operating Procedures.	Negative
11	Compliance and Business Ethics	Risk	The key issue relevant to business ethics and management of business ethics issues such as fraud, executive misconduct, corrupt practices, money laundering, or anti-trust violations. Ethics violations can lead to police investigations, hefty fines, settlement costs, and damage to reputation.	We strive to extend the principles of risk mitigation across risk categories around a risk management framework that comprises policy, procedures and assessment methodologies. This approach has enhanced process stability, effort outcomes and corporate sustainability.	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.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)							Yes		
b. Has the policy been approved by the Board? (Yes/No)							Yes		
c. Web Link of the Policies, if available	https://www.meghmanifinechem.com/corporate-governance								
2. Whether the entity has translated the policy into procedures. (Yes / No)							Yes		
3. Do the enlisted policies extend to your value chain partners? (Yes/No)							Yes		
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, BLS) adopted by your entity and mapped to each principle.		Halal certification, Kosher certification	ISO9001, ISO45001, Responsible Care from Indian Chemical Council			ISO14001, ISO50001			
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our organization understands the importance of setting benchmarks to measure progress in attaining all principles of the NGRBC. Given that this is our first year adopting ESG, we plan to outline our goals and objectives in the forthcoming reporting period. We acknowledge the necessity of coordinating our ESG endeavours with our business objectives, and we pledge to put into action a robust and efficient ESG strategy that guarantees sustainability and generates lasting value for all stakeholders. We are committed to improving our ESG practices and outcomes, and we eagerly anticipate sharing our advancements in the future.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								

Governance, leadership and oversight

<p>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>	<p>At Meghmani Finechem Limited, responsible business practices form the core of our strategic and business operations. As one of the leading chemicals manufacturers, our emphasis is on consciously providing sustainable chemical solutions.</p> <p>Propelled by our ethos of creating sustainable solutions, our constant effort is directed towards maintaining the highest health and safety, quality and environmental standards. We understand that responsible business practices are crucial for long-term success of the organisation.</p> <p>Our consistent effort is to align our business practices with the United Nation's sustainable development goals for manufacturing responsibly and sustainably. As a responsible organisation, we engrained critical areas such as human rights, labor interests, environmental responsibility and anti-corruption initiatives in our practices. The core principles followed in our business operations are based on the 5Rs - recycling, replacement, reduction, renewables, and restoration. Apart from our green plantation initiative and water harvesting measures, our organisation has also registered for the Extended Producer Responsibility program, which showcases our dedicated efforts towards effective management of plastic waste.</p> <p>Towards our commitment to clean energy generation and carbon footprint minimisation, we are looking forward to set up 18.34 Mw wind-solar hybrid project. Additionally, we have set an ambitious target for the year 2024-2025 under the Perform, Achieve, and Trade (PAT) Scheme through which we aim to reduce energy consumption from 0.8476 TOE/Tone Equivalent to 0.8106 TOE/Tone Equivalent. Moreover, we place the utmost importance on the health and safety of employees. We conduct regular internal and external audits to ensure strict compliance with relevant regulations. We are also proud to be honoured by the Indian Chemical Council with a 'Responsible Care' certification.</p> <p>We firmly believe in the principles of Corporate Governance which focusses on integrity, transparency and accountability for sustainable success in the longer term. For the betterment of the community, we actively participate in CSR activities, including contributions to organizations such as Gujarat Cancer Society and NGOs backing the good cause.</p> <p>We will remain steadfast in our commitment to make meaningful contributions to the environment, society, and governance in future, as we strive for sustainable progress and impact.</p> <p>Maulik Patel Chairman and Managing Director</p>
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Mr. Maulik Patel, Chairman and Managing Director</p>
<p>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</p>	<p>The Company has set-up various Committees of the Board of Directors, and of Senior Executives to over sustainability-related issues such as Audit Committee, Risk Management Committee, Stakeholders Grievance Committee, Corporate Social Responsibility Committee.</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)								
	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
<p>Performance against above policies and follow up action</p>	Committee of the Board									Quarterly								
<p>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</p>	Directors									Quarterly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No	Yes Halal, Koscher	Yes International Organization for Standardization Indian Chemical Council	No	No	Yes International Organization for Standardization	No	No	No

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

PRINCIPLE I 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	Business operations/ performance, new business initiatives, regulatory, risk indicators/ mitigation plans, safety, ESG Matters, compliances, legal cases, business ethics and values, human rights, Code of Conduct, etc.	100%
Key Managerial Personnel	8	In addition to above referred topics / principles, KMPs were also part of the Company sponsored training program covering topics such as behavioral training, business ethics and values, human rights, ESG Training, Code of Conduct, etc.	78%
Employees other than BoD and KMPs	127	Behavioural Training skill development, personal finance, interpersonal relationship Functional Training knowledge sharing, emergency response, machinery training, energy consumption, sexual harassment at work place, human rights, regulatory compliance, supply chain management) Health & Safety(Hazop, JSA, fire fighting etc.)	57%
Workers	150	General safety awareness, PPE use, emergency preparedness, fire training, electrical safety training, machinery training , risk management, good working practices, etc.	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

Monetary	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	NA	0	-	
Settlement	-	NA	0	-	
Compounding fee	-	NA	0	-	

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

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
	NA

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

Yes,

MFL upholds the highest standards of ethical conduct and is committed to promoting a culture of integrity across all its operations. The company has a zero-tolerance policy towards any forms of bribery, corruption, kickbacks, gifts, payments, or any kind of consideration solicited, from or given to any person, to secure advantage in business transactions/dealings.

To ensure compliance with these standards, the company has an Anti-Corruption and Anti-Bribery policy in place. The policy is applicable to all individuals working at all levels and grades, including Board Members and Senior Managerial Personnel, other employees, consultants, interns, contractors, agency staff, agents, or any other person associated with the company and such person acting on behalf of the company.

The company's Code of Conduct highlights its zero-tolerance policy towards corruption, bribery, or giving or receipt of bribes. The company strives to attain its purpose through compliance with the national and international legal and ethical requirements, applicable laws, rules, and regulations.

MFL promotes best practices of corporate governance and upholds its reputation across the business community in India and overseas. The company's Anti-Corruption and Anti-Bribery policy ensures that every employee understands the company's commitment to ethical conduct and that they are responsible for upholding these values.

Please find the link of policy- <https://www.meghmanifinechem.com/wp-content/uploads/2021/07/Code-of-Conduct.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:

Case Details	FY 2022-23 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Case Details	FY 2022-23 (Current Financial Year)		FY 2021-2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	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.

Fines	Nil
Penalties	Nil
Action taken by regulators	Nil
Law enforcement agencies	Nil
Judicial institution	Nil

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
150	Safe practices, pollution control, regulatory compliance, HR systems, workplace safety procedures, health awareness etc.	100% coverage of onsite contractors and drivers transporters direct chlorine customers.

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 2022-23	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	-
Capex	1.35%	0.29%	Energy Saving, Upgrading Sewage Treatment plant and Effluent treatment plant.

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?	27%
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.	<p>A) Plastics –The EPR certification ensures that the company takes responsibility for the plastic waste generated by its products and packaging.</p> <p>The company will reclaim the plastic waste generated by its products and properly manage it at the end of its life. The company's completion of EPR registration for plastic waste is a significant step towards promoting responsible waste management and reducing its environmental impact. The company is committed to implementing sustainable practices across its operations and ensuring compliance with local laws and regulations.</p> <p>D) Waste generation- The company switched from the use of barium carbonate to removing brine impurities used in the manufacture of Caustic Soda lye. The replacement helped reduce the consumption of a natural resource, reduced waste generation and waste disposal in open land. The use of MSRU technology helped reduce sludge from 62 Kg/MT to 23Kg/MT of Caustic Soda; it helped eliminate barium carbonate and reduce waste.</p>
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.	<p>Yes</p> <p>Recently the company have completed EPR registration for plastic waste.</p>



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

Essential Indicators

I. 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 / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	889	859	97%	889	100 %	0	0%	0	0 %	0	0%
Female	12	12	100%	12	100 %	12	100 %	0	0 %	0	0%
Total	901	871	97%	901	100 %	12	1.33 %	0	0 %	0	0%
Other than Permanent employees											
Male	32	32	100%	32	100 %	0	0%	0	0 %	0	0%
Female	3	3	100%	3	100 %	3	100 %	0	0 %	0	0%
Total	35	35	100%	35	100 %	3	8.57 %	0	0 %	0	0%

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 / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than Permanent employees											
Male	573	0	0	573	100%	0	0	0	0	0	0
Female	12	0	0	12	100%	0	0	0	0	0	0
Total	585	0	0	585	100%	0	0	0	0	0	0

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-2022 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	100%	0	Yes	100%	0	Yes
Gratuity	100%	0	Yes	100%	0	Yes
ESI	0	0	NA	0	0	NA
Others – Please Specify	0	0	NA	0	0	NA

3. Accessibility of workplaces

<p>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.</p>	<p>No, company is planning to conduct an assessment to understand the changes required. These recommended changes will be implemented in a phase-wise manner.</p> <p>MFL Promotes inclusiveness in society. Company promotes the hiring of differently abled employees and place them in suitable working conditions.</p>
<p>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.</p>	<p>Yes</p> <p>MFL is committed to providing equal employment opportunities to all its employees and qualified applicants without discrimination on the basis of race, caste, religion, color, ancestry, marital status, sex, age, nationality, disability, and veteran status. MFL's equal employment opportunity policy applies to all aspects of employment, including recruitment, hiring, promotions, transfers, compensation, benefits, and termination.</p> <p>MFL ensures that all employees are treated with dignity and respect and has policies in place to maintain a work environment that is free from discrimination, harassment, and any form of intimidation. Also, all the policies are hosted on eHRMS portal of the company.</p>

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	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0

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)	Yes
Permanent Workers	<p>At our factory and other facilities, we've implemented a grievance redressal mechanism. This process allows all employees to safely report any concerns or issues. Grievances can be filed in person, by email, letter, or through our online portal. After reporting, our HR team investigates and takes appropriate action. We ensure that employees are kept abreast of the status of their grievances and our resolutions.</p> <p>We've also instituted a reporting mechanism for potential or actual violations of our code of conduct. If an employee comes across any event that could harm the company's reputation or business, they are urged to report it. All such reports are treated with confidentiality and are thoroughly investigated in a transparent manner.</p> <p>At our manufacturing facility, even non-permanent employees can directly voice their grievances to the admin and industrial relations personnel, ensuring everyone's concerns are taken seriously. They can also raise grievances through email or other platforms. We ensure that grievances received across these channels are routed to the appropriate function owners and resolved through the relevant industrial relation and admin functions. This is part of our commitment to creating a safe, open, and fair workplace for all.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union(D)	% (D/C)
Total Permanent Employees	901	0	0%	836	0	0%
- Male	889	0	0%	827	0	0%
- Female	12	0	0%	9	0	0%
Total Permanent Workers	0	0	0%	0	0	0%
- Male	0	0	0%	0	0	0%
- Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-2022 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	921	809	88%	665	72%	861	861	100%	396	46%
Female	15	13	87%	13	87%	10	10	100%	3	30%
Total	936	822	88%	678	72%	871	871	100%	399	45%
Workers										
Male	573	573	100%	0	0%	515	515	100%	0	0%
Female	12	12	100%	0	0%	29	29	100%	0	0%
Total	585	585	100%	0	0%	544	544	100%	0	0%

** Health and safety training sessions are not only provided to the company's permanent workers but also to all contractual workers, other workers, and engineer workers associated with the company. In the fiscal year 2022-23, a total of 3649 training sessions were provided by the company. This is a significant increase from the previous year, where 1273 training sessions were conducted in the fiscal year 2021-22.

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

Category	FY 2022-23 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	921	787	85%	861	614	71%
Female	15	10	67%	10	6	60%
Total	936	797	85%	871	620	71%
Workers*						
Male	573	0	0%	515	0	0%
Female	12	0	0%	29	0	0%
Total	585	0	0%	544	0	0%

*The company have no permanent workers. The reported workers are contractual workers.

10. Health and safety management system:

<p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?</p>	<p>Yes, Occupational Health and Safety Management System (OHSMS) has been implemented and integrated into all business processes. The company is committed to ensuring the safety and well-being of its employees and has established a robust OHSMS to achieve this goal.</p> <p>The health and safety management system is being adhered to through an integrated management system consisting of ISO45001, ISO14001, process safety management, and responsible care management systems. These systems are used as tools to cover all departments and activities throughout the supply chain, ensuring that safety is integrated into every aspect of the business.</p> <p>To promote EHS (Environment, Health, and Safety) systems, the company has launched safety awareness campaigns, safety and health-related training, safety meetings, safety competitions, inter-plant training, and encourages employees and workers to report any near misses, unsafe acts or unsafe conditions. These initiatives help to create a safety culture within the organization.</p> <p>Moreover, health and safety signage are available on all sites. These signs help to remind employees of the safety protocols and procedures in place and ensure they are followed correctly.</p>
<p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p>	<p>The safety and well-being of employees are of utmost importance in any workplace. In order to ensure a safe work environment, it is necessary to identify potential hazards and risks. Several processes can be used to identify work-related hazards and risks, some of which are outlined below.</p> <p>One such process is HAZOP or Hazard in Operation, which is a systematic assessment conducted at a plant site to identify and address potential hazards. It is conducted both internally and externally by experts in the field to ensure all potential hazards are identified and addressed.</p> <p>Another process is HIRA or Hazard Identification and Risk Assessment, which is conducted at a site to understand and identify potential risks that need to be mitigated. This process involves identifying potential hazards and evaluating the likelihood and severity of any potential impact.</p> <p>JSA or Job Safety Analysis is another procedure that can be used to identify hazards and assess risks. This process is integrated into the work procedure, and training is provided to employees to ensure they understand the potential hazards associated with their work and how to mitigate them.</p> <p>PSSR or Pre-Startup Safety Review is conducted when a new building or plant is constructed. This process is designed to ensure that all safety measures are in place before the plant or building is operational. This involves reviewing all the safety procedures and ensuring that they are implemented correctly.</p> <p>Finally, a Permit to Work (PTW) management system is used to ensure that work is done safely and efficiently. This process involves obtaining permits before carrying out any work, ensuring that all necessary safety measures are in place before starting work, and conducting regular safety checks to ensure the ongoing safety of employees.</p>

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-2022 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.215	0
	Workers	0	0.17
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	0
	Workers	0	1

<p>12. Describe the measures taken by the entity to ensure a safe and healthy workplace.</p>	<p>The company is committed to ensuring the safety of people, machinery, and materials in the workplace. To achieve this goal, we have implemented a comprehensive safety strategy that includes engineering controls, operating procedures, safe work practices, hazard monitoring, risk analysis, and regular audits.</p> <p>Key components of our safety strategy include:</p> <ol style="list-style-type: none"> 1. Engineering Controls: We have implemented engineering controls to prevent the release of chemicals from primary containment. These controls serve as an essential barrier to protect employees and the environment from potential hazards. 2. Operating Procedures and Safe Work Practices: The company has developed standardized operating procedures and safe work practices for process plants to ensure uniform and safe operations. These guidelines promote consistent and reliable performance while minimizing the risk of accidents or incidents. 3. Hazard Monitoring and Communication: Material and process hazards are continuously monitored, reported, and communicated through various channels. This information sharing ensures that all employees are aware of potential risks and can take necessary precautions. 4. Risk Analysis: Different health and safety management approaches and models are utilized for risk analysis, such as Quantitative Risk Assessment (QRA), Hazard and Operability Study (HAZOP), workplace monitoring, and others. These methods help identify potential risks and develop appropriate mitigation strategies. 5. Periodic Audits and Monitoring: The effectiveness of safety systems is evaluated through periodic audits, workplace monitoring, industrial hygiene surveys, noise monitoring, and ergonomic surveys. These assessments ensure that safety measures are working as intended and identify areas for improvement. <p>By implementing this comprehensive safety strategy, the company demonstrates its commitment to providing a safe and healthy work environment for all employees, while safeguarding machinery and materials from potential hazards.</p>
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13. Number of Complaints on the following made by employees and workers:

Category	FY 2022-23 Current Financial Year			FY 2021-2022 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	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

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	100%
Working Conditions	100%

<p>15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.</p>	<p>As part of our commitment to maintaining a safe and healthy work environment, the company continuously strives to improve workplace conditions and implement additional controls. This ongoing process focuses on identifying significant risks related to working conditions and taking appropriate measures to mitigate them.</p> <p>Some of the key strategies employed include:</p> <ol style="list-style-type: none"> I. Engineering Controls: The company has installed various engineering controls devices such as sprinkler at the locations which are fire prone. These controls are designed to manage and mitigate identified risks, ensuring a safer workplace for employees. <p>By focusing on continual improvement and implementing additional controls, the company remains dedicated to providing a safe, healthy, and productive work environment for all employees.</p>
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Leadership Indicators

<p>1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) B) Workers (Y/N)</p>	<p>Yes Yes</p>
<p>4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)</p>	<p>The company does not offer a structured transition assistance program. However, support is given on an individual basis, depending on each specific case.</p>

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	25%
Working Conditions	25%

<p>6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.</p>	<p>For value chain partners, there has been no need for a corrective action plan as a result of the evaluation.</p>
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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 relevant stakeholder identification exercise has been carried out by senior management in consultation with board members and different departments. The stakeholders are identified based on a group who can be affect or affected by the company. The identified stakeholder includes both internal and external stakeholders relevant to the organisation. The key stakeholder for the organisation includes employees and workers, Investors and shareholders, Government and regulators, vendors, customers and dealers, bank and financial institution, and the community. The company acknowledges all stakeholders for their support in helping the company to deliver its strategies and achieve its targets. The company values the input and feedback provided by stakeholders and seeks to maintain strong relationships with them. Through ongoing engagement and communication, the company aims to ensure that the needs and expectations of all stakeholders are met.

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
Employee and Workers	No	Direct & other communication mechanisms, meeting email, notice board.	Ongoing	Company follows an open-door policy, training & development, performance management, etc.
Investors and Shareholders	No	E-mail, newspaper, advertisement, website, Annual General Meetings, disclosures to stock exchanges and investor meetings / calls / conferences	Need based and Quarterly calls	Information about business and statutory approvals
Government and Regulators	No	E-mail, letters, representations, meetings, etc.	Need based	Compliances, approvals, permissions, etc.
Vendors	No	Emails, meetings	Frequent and need based	Supply of materials / services.
Customers and Dealers	No	Meetings	Frequent and need based	Informing them about products of the company, feedback, etc.
Banks and Financial Institutions	No	E-mail, letters, representations, meetings, etc.	Frequent and need based	Financial requirements and transactions
Community/Society	No	Directly or through CSR implementation	Frequent and need based	education, empowerment, health, infrastructure, conservation, etc.

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 2022-23 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
Employees						
Permanent	901	345	38%	836	297	36%
Other than permanent	35	0	0%	35	0	0%
Total Employees	936	345	37%	871	297	34%
Workers						
Permanent	0	0	0%	0	0	0%
Other than permanent	585	585	100%	544	457	84%
Total Workers	585	585	100%	544	457	84%

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

Category	FY 2022-23 Current Financial Year					FY 2021-2022 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than		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	901	0	0%	901	100%	836	0	0%	836	100%
Male	889	0	0%	889	100%	827	0	0%	827	100%
Female	12	0	0%	12	100%	9	0	0%	9	100%
Other than permanent	35	0	0%	35	100%	35	0	0%	35	100%
Male	32	0	0%	32	100%	34	0	0%	34	100%
Female	3	0	0%	3	100%	1	0	0%	1	100%
Workers										
Permanent	0	0	0%	0	0	0	0	0%	0	0
Male	0	0	0%	0	0	0	0	0%	0	0
Female	0	0	0%	0	0	0	0	0%	0	0
Other than permanent	585	0	0%	585	100%	544	0	0%	544	100%
Male	573	0	0%	573	100%	515	0	0%	515	100%
Female	12	0	0%	12	100%	29	0	0%	29	100%

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)	9	1,99,82,000	1	7,00,000
Median Remuneration of Executive Directors	5	4,39,07,000	0	0
Median Remuneration of Non-Executive Directors	4	4,37,500	1	7,00,000
Key Managerial Personnel	3	52,51,000	0	0
Employees other than BoD and KMP	921	5,74,428	15	3,85,944
Workers*	0	0	0	0

*The company have no permanent workers. The reported workers are contractual workers. We firmly believe in compensating our workers adequately for the valuable skills and services they bring to our company. All contractual workers are paid above the minimum wage at all times.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)	Yes
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.	<p>The company is committed to promoting a safe and respectful work environment by providing employees with effective channels for reporting grievances and addressing potential violations. To ensure transparency and accountability, the company has implemented the following mechanisms:</p> <ol style="list-style-type: none"> 1. Grievance Reporting: Employees are encouraged to raise concerns or disclose any actual or potential violations of the Company Code, policies, or laws, including human rights violations. This proactive approach empowers employees to voice their concerns and contribute to a positive work environment. 2. Review and Action: Representations made while reporting grievances are thoroughly reviewed by the relevant personnel, and appropriate actions are taken for substantiated violations. This process ensures that all concerns are addressed promptly and effectively, and that necessary corrective measures are implemented. 3. Internal Complaints Committee (ICC): The company has established the Internal Complaints Committee (ICC) specifically for the redressal of Sexual Harassment and other gender-based grievances. This dedicated committee ensures that all such complaints are handled with sensitivity, confidentiality, and efficiency. <p>By providing these reporting mechanisms and support structures, the company fosters a culture of trust, respect, and integrity, ensuring that all employees feel heard and valued.</p>

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

Category	FY 2022-23 Current Financial Year			FY 2021-2022 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	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	<p>The company is committed to providing a supportive and transparent environment to address complaints and conduct inquiries. To achieve this, the following measures have been implemented:</p> <ul style="list-style-type: none"> • Provision of Necessary Facilities: The company ensures that the Internal Committee, responsible for handling complaints and conducting inquiries, is provided with the necessary facilities and resources to carry out their duties effectively and efficiently. • Assistance in Securing Attendance: The company actively assists the Internal Committee in securing the attendance of the respondent and any relevant witnesses. This support enables a fair and thorough investigation of the complaint. • Access to Information: The company is dedicated to providing the Internal Committee with any information it may require in relation to a complaint. This commitment to transparency ensures that the committee can conduct a comprehensive and unbiased inquiry, taking into consideration all relevant facts and evidence. <p>By implementing these measures, the company promotes a culture of accountability, fairness, and respect, fostering a positive work environment for all employees.</p>
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8. Do human rights requirements form part of your business agreements and contracts?(Yes/No)	No
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9. Assessments for the year:

	%age of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Health & Safety	100%

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	No corrective action were required arising from the assessment conducted.
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Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	The Company has not received any grievance complaint regarding human rights.
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4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Health & Safety	100%

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

Essential Indicators

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-2022 Previous Financial Year
Total electricity consumption (A)- in Gigajoules	3,56,059.95	1,40,573.97
Total fuel consumption (B) in Gigajoules	1,36,28,677.31	1,27,22,684.85
Energy consumption through other sources (C) in Gigajoules	-	-
Total energy consumption (A+B+C) in Gigajoules	1,39,84,737.26	1,28,63,258.82
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees in lakhs)	63.90	82.94

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
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<p>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.</p>	<p>Yes, Target given for year 2024-2025 is to reduce specific energy consumption from 0.8476 TOE/Tone Equivalent to 0.8106 TOE/Tone Equivalent.</p>
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3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-23 Current Financial Year	FY 2021-2022 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	48,84,607	50,09,994
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (I + ii + iii + iv + v)	48,84,607	50,09,994
Total volume of water consumption (in kilolitres)	53,48,557	55,23,410
Water intensity per rupee of turnover (Water consumed / turnover (lakhs))	24.44	35.61

<p>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.</p>	No
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*Total water consumed is total of water withdrawal from third party, recycled water, rainwater harvested water. However, our Net water consumption excluding water discharged is 42,62,431.90 KL in FY 22-23 and 45,23,585.90 KL in FY 21-22.

<p>4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.</p>	No
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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 2021-2022 Previous Financial Year
Nox	Ton/year	134	147.10
Sox	Ton/year	425	443
Particulate matter (PM)	MT/Year	274	270
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
COD	MT/Year	4803	4744

<p>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.</p>	Yes, GPCB conduct the periodic assessment and evaluation at site.
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6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-23 Current Financial Year	FY 2021-2022 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	16,95,095.19	15,82,402.53
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	80,113	31,629
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent per rupee of turnover(Lakhs)	8.11	10.41

<p>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.</p>	No
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7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	<p>Yes</p> <p>The Company has entered into a Joint Venture Agreement to install the wind -solar hybrid project of 18.34 MW comprising of wind capacity of 17.60 MW AC and solar capacity of 18.34 MW AC (~DC Capacity = 25.67 MWp).</p> <p>Similarly, the company also reducing carbon footprint through proactive investment in advanced technologies such as ECH which resulted in lowering the energy footprint.</p>
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8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022-23 Current Financial Year	FY 2021-2022 Previous Financial Year
Total Waste generated (in metric tonnes)		
A Plastic waste (A)	9	0
B E-waste (B)	0	0
C Bio-medical waste (C)	0	0
D Construction and demolition waste (D)	0	0
E Battery waste (E)	0	0
F Radioactive waste (F)	0	0
G Hazardous waste. Please specify, if any. (G)	2,610	2,277
H Other Non-hazardous waste generated (H).	24,553	21,184
H.1 Brine sludge	3,786	3,260
H.2 Fly ash	20,762	17,922
H.3 Canteen waste	5.4	1.5
Total (A+B + C + D + E + F + G + H)	27,172	23,461
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	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	2,624.4	2,271.5
Total	2,624.4	2,271.5
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	6.5	0
(ii) Landfilling	24,548	21,182
(iii) Other disposal operations	0	0
Total	24,555	21,182

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
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<p>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.</p>	<p>During the manufacturing process, both non-hazardous and hazardous waste materials are generated, which require proper handling and disposal to ensure environmental safety and compliance with regulations.</p> <p>For non-hazardous waste, such as brine sludge, the waste is collected, transported, and disposed of at a Treatment, Storage, and Disposal Facility (TSDF) site. This process is facilitated through the preparation of an online manifest on the Gujarat Pollution Control Board (GPCB) XGN site. Records of these waste disposal activities are diligently maintained to ensure transparency and adherence to guidelines.</p> <p>In the case of hazardous waste, such as dilute sulfuric acid, disposal is carried out in accordance with Rule 9 of the applicable waste management regulations. This ensures that hazardous materials are handled in a manner that mitigates risks to the environment, employees, and the community.</p> <p>We adopted the Best Available Technology for waste reduction. We have invested in zero Gap Membrane and high carbon ash recycling system to recycle waste and improve the efficiency. The company switched from the use of barium carbonate to removing brine impurities used in the manufacture of Caustic Soda lye. The replacement helped reduce the consumption of a natural resource, reduced waste generation and waste disposal in open land. The use of MSRU technology helped reduce sludge from 62 Kg/MT to 23Kg/MT of Caustic Soda; it helped eliminate barium carbonate and reduce waste.</p>
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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.
	NA	NA	NA

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
No EIA was conducted during current financial year.					

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 boards or by courts	Corrective action taken, if any
Company is compliant with the applicable environmental law/ regulations/ guidelines in India.				

Leadership Indicator

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 Current Financial Year	FY 2021-2022 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment-please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment-please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment-please specify level of treatment		
(iv) Sent to third- parties (GIDC)		
- No treatment		
- With treatment-Primary Treatment	10,86,125	9,99,824
(v) Others		
- No treatment		
- With treatment-please specify level of treatment		
Total water discharged (in kilolitres)	10,86,125	9,99,824

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

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Green Belt development programme	As a Green belt Development programme, till date we have planted approx. 31,000 number of samplings.	Through our program, we aim to promote the importance of greenery and its impact on our environment. The planned samplings will go a long way in achieving this goal by creating green belts that serve as habitats for wildlife, improve air quality, and mitigate the effects of climate change.
2.	ECH – Glycerol process	Company selected the Glycerol process for manufacturing Epichlorohydrin	Firstly, this process is more environmentally friendly compared to other manufacturing methods, as it requires lower amounts of water and energy. Additionally, the use of Glycerin as the raw material for this process is another benefit, as it is a 100% renewable resource. This means that the company can sustainably produce Epichlorohydrin without depleting finite resources.
3.	Renewable Energy	The Company has entered into a Joint Venture Agreement to install the wind -solar hybrid project of 18.34 MW comprising of wind capacity of 17.60 MW AC and solar capacity of 18.34 MW AC (~DC Capacity = 25.67 MWp).	This project will contribute to reducing the carbon footprint from energy consumption , and in turn, support the global efforts towards mitigating climate change.
4.	Recycling and reusing of wastewater	The recycling of wastewater from the STP and reusing for other processes.	The treated water can then be used for various non-potable purposes, such as industrial processes, cooling systems, or irrigation. This means that the company can reduce their reliance on fresh water sources, ultimately contributing to the preservation of this valuable resource.

5.	Sulphate Removal Technologies (MSRU)	The sulphate removal system is used in the Caustic Soda production in which barium carbonate is used as a raw material to remove sulphate from the brine circuit. The company switched from the use of barium carbonate to remove brine impurities used in the manufacture of Caustic Soda lye.	The use of MSRU technology helped reduce sludge from 62 Kg/MT to 23Kg/MT of Caustic Soda; it helped eliminate barium carbonate and reduce waste. The sulphate removal system resulted in the reduction of waste in brine purification / clarification for better efficiency of RVDF. The replacement helped reduce the consumption of a natural resource, reduced waste generation and waste disposal in open land.
6.	Tunable Diode Laser Absorption Spectroscopy	The company installed Tunable Diode Laser Absorption Spectroscopy sampling system to monitor HCl and Cl ₂ gas emissions from the process loop with process control system.	This system allow for immediate response in case of any irregularities or spikes in emissions.
7.	Installation of Zero Gap Membrane	The company has adopted an innovative and sustainable approach towards the manufacturing of Caustic Soda by utilizing the zero gap membrane process	This process is an advanced form of membrane filtration, which allows for the production of high- quality Caustic Soda with minimal waste generation.
8.	Rainwater Harvesting	The company invested in rainwater harvesting in its power plant (rainwater from the rooftop of the power plant building was collected into a dedicated covered pit and after analysis is used for cooling tower make up).	By utilizing rainwater for cooling tower make-up, the company is reducing its dependence on freshwater sources, thereby conserving this valuable resource
9.	Waste Compost Machine	The company has taken a responsible and sustainable approach towards waste management by utilizing canteen waste to create compost.	The compost created from the company's canteen waste provides a nutrient- rich soil supplement for the green belt and reduces waste sent to landfills. This approach not only supports plant growth but also helps reduce methane generation from waste at the dumping yard, contributing to a more sustainable environment.

7.	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.	<p>Yes</p> <p>On Site emergency plans are aligned with Local crises plan and District Emergency Response Plan. On-Site Emergency plan is prepared as per Schedule 8-A of Sub rule 68-J-(12) (1) of the Gujarat Factory Rule 1963.</p> <p>Disaster management plan is as per Gujarat State Disaster Management Act, 2003 & Disaster Management Act, 2005.</p> <p>Possible scenarios considered for disaster management and crisis plan are as: Fire & Explosion, Toxic gas release, Spillage of Acid & Alkali, Collapse of Building, structure, Failure of Electrical Installations, Bomb threat, Terrorist attack, natural disaster, rain, flood, earth quake, storm & cyclone, etc.</p> <p>Disaster management plan and crisis management plan mainly includes communication flow and instruction flow to respond and recover normalcy of plant operations.</p>
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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.	6
	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)
1	Gujarat Chamber of Commerce & Industry	State
2	Dahej Industries Association	State
3	Alkali Manufactures Association of India	National
4	Indian Chemical Council	National
5	Federation of Indian Chambers of Commerce and Industry	National
6	Chemicals and Petrochemicals Manufacturer's Association	National

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
No Rehabilitation and Resettlement project undertaken by the Company.		

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
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As the contribution is not exceeding ₹10 Crores, the same is not applicable

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2. 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)
-	-	-	-	-	-	-

3. Describe the mechanisms to receive and redress grievances of the community.
- Yes,
Contact number and details of the contact person are provided to nearby community to connect regarding any issue.

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

Parameter	FY 2022-23	FY 2021-2022
	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/ small producers	14.24%	6.42%
Sourced directly from within the district and neighbouring districts	88.50%	86.17%

Leadership Indicators

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In INR)
1.	Gujarat	Dahej - Amount Spent	75,00,000

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	Promoting Health care and Education	3090	100%

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

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	<p>MFL have customer complaint procedure in place. The consumer SOP is circulated to all the customers.</p> <p>Step followed by the MFL team is-</p> <p>Step-1 When any customer complaint is received by Marketing Dept. (By return or Oral) It will forward the complains as FIR (First Information Report) in prescribe format from the MKT.</p> <p>Step 2- If customer complaint seems not genuine in nature due to obvious reason or any discrepancy then it will be logged only after mutual agreement of MKT and Q.A/Q.C Head.</p> <p>Step 3- Q.A/Q.C will record the complaints in the "Complaints register" maintained in soft copy.</p> <p>Step 4- All complaints are serial number year wise for future tracking.</p>
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2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2022-23 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

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.	The Company at regular interval carries out assessment of data piracy / cyber security tools. However, to further strengthen the said tools, the Company has initiated necessary process to formalize the systems by framing data piracy / cyber security policy.
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.	During the reporting period, there were no complaints or issues related to advertising and delivery of essential services, as well as cyber security and data privacy of customers. Additionally, no products were recalled in the current reporting year, and no fines or penalties were imposed, nor any regulatory actions taken regarding the safety of products or services.

Leadership Indicators

<p>1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).</p>	<p>www.meghmanifinechem.com</p>
<p>2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.</p>	<p>Some of the steps taken to inform and educate consumers about safe and responsible usage of products and/or services are as follows-</p> <ul style="list-style-type: none"> • The Company provides all relevant information regarding a product for the user through product labelling, product literature, our website and our apps. • We take great care to connect with our users and provide them information about how to use the products in a safe and effective manner. • Our sales force remains in regular touch with the customers and collects relevant feedback from them relating to their concerns, their expectations or complaints. • Customer feedback or complaints received from all sources is adequately addressed in a time bound manner
<p>4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)</p>	<p>Company displays mandated product information as per law also provides all relevant information regarding a product for the user through product literature, our website and our apps. We do not conduct survey, but our sales force remains in regular touch with the customers and collects relevant feedback from them relating to their concerns, their expectations or complaints. Customer feedback or complaints received from all sources is adequately addressed in a time bound manner</p>