

**Fine Organic Industries Limited**

Regd. Office

Fine House, Anandji Street, Off M. G. Road,  
Ghatkopar East, Mumbai 400 077, India.

CIN : L24119MH2002PLC136003

Tel : + 91-22-2102 5000

Fax : + 91-22-2102 8899 / 2102 6666

Email : info@fineorganics.com

Web: www.fineorganics.com



Date: July 31, 2023

To <b>BSE Limited</b> Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001	To <b>National Stock Exchange of India Limited</b> Plot No. C/1, "6" Block, Exchange Plaza Bandra Kurla Complex, Bandra (East) Mumbai - 400 051
<b>Security Code: 541557</b>	<b>Symbol: FINEORG</b>

**Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23**

**Dear Sir/Madam,**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the F.Y. 2022-23 which forms part of the Annual Report F.Y. 2022-23.

We request you take the above information on record.

Thanking You,  
Sincerely,

**For Fine Organic Industries Limited**

**Pooja Lohor**  
**Company Secretary and Compliance Officer**

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:	L24119MH2002PLC136003
2. Name of the listed entity:	Fine Organic Industries Limited (‘The Company’)
3. Year of incorporation:	May 24, 2002
4. Registered office address:	Fine House, Anand ji Street, Off M G Road, Ghatkopar East, Mumbai: 400077, Maharashtra, India
5. Corporate address:	Fine House, Anand ji Street, Off M G Road, Ghatkopar East, Mumbai: 400077, Maharashtra, India
6. E-mail:	info@fineorganics.com
7. Telephone:	+91 (22) 2102 5000
8. Website:	<a href="https://www.fineorganics.com/">https://www.fineorganics.com/</a>
9. Financial year for which reporting is being done:	2022-23
10. Name of the Stock Exchange(s) where shares are listed:	<ul style="list-style-type: none"><li>National Stock Exchange of India Limited (NSE) NSE Scripcode: FINEORG</li><li>BSE Limited – BSE Scripcode: 541557</li></ul>
11. Paid-up capital:	₹ 1,533 lakhs
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	<ul style="list-style-type: none"><li>Name: Ms. Pooja Lohor</li><li>Designation: Company Secretary and Compliance Officer</li><li>Telephone No: +91 (22) 2102 5000</li><li>E-mail ID: investors@fineorganics.com</li></ul>
13. Reporting boundaries are the disclosures under this Report made on a standalone basis (i.e., only for the Company) or on a consolidated basis (i.e., for the Company and all the entities which form a part of its consolidated financial statements, taken together):	Disclosures under this report have been made on a standalone basis for the Company

**II. PRODUCTS/SERVICES**

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

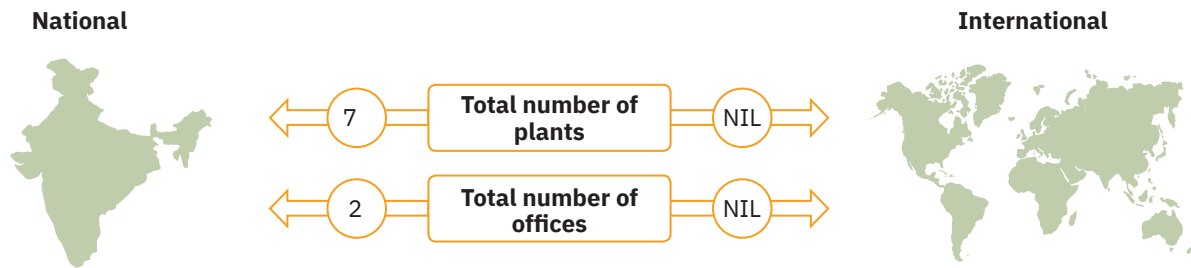
S. No.	Description of main activity	Description of business activity	% of the turnover of the entity
1.	Manufacturing of additives	The Company is India's leading specialty performance additives manufacturer used in plastics, foods, rubbers, coatings, cosmetics, feed nutrition and other specialty applications.	100%

**15. Products/Services sold by the Company (accounting for 90% of the Company's turnover):**

S. No.	Products/Services	NIC Code	% of total turnover contributed (2022-23)
1.	specialty performance additives	20119	100%

**III. OPERATIONS**

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



**17. Markets served by the Company:**

**a. Number of locations**



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

Approximately 65% of the Company's total turnover is generated through exports.

**c. Please provide a brief on the Company's various types of customers.**

The Company caters to a wide variety of customers in the foods, cosmetics, coatings, rubbers, plastics, polymers and feed nutrition and other industries.

## IV. EMPLOYEES

### 18. Details as at the end of the financial year 2022-23:

#### a. Employees and workers (including differently abled):



S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1	Permanent (D)	397	262	65.99%	135	34.01%
2	Other than Permanent (E)	10	9	90.00%	1	10.00%
3	<b>Total employees (D + E)</b>	407	271	66.58%	136	33.42%
<b>Workers</b>						
4	Permanent (F)	423	418	98.82%	5	1.18%
5	Other than Permanent (G)	189	182	96.30%	7	3.70%
6	<b>Total workers (F + G)</b>	612	600	98.04%	12	1.96%

#### b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently abled Employees</b>						
1	Permanent (D)	0	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	<b>Total differently abled employees (D+E)</b>	0	0	0.00%	0	0.00%
<b>Differently abled Workers</b>						
4	Permanent (F)	0	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%
6	<b>Total differently abled workers (F+G)</b>	0	0	0.00%	0	0.00%

Note: At present, the Company does not have any differently abled employees. However, the Company does not discriminate against them, and the same policies are applicable to every employee, even at the time of recruitment.

### 19. Participation/Inclusion/Representation of women

	Total (A)	No. and the percentage of females	
		No. (B)	% (B/A)
 Board of Directors	10	1	10.00%
 Key Management Personnel	6	1	16.67%

## 20. Turnover rate for permanent employees and workers

(Disclose trends for the past three years)

	2022-23			2021-22			2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.00%	2.22%	4.07%	6.29%	4.72%	5.77%	4.40%	5.98%	5.04%
Permanent Workers	1.43%	0.00%	1.41%	1.54%	0.00%	1.52%	2.33%	0.00%	2.29%

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

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

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	% of shares held by listed entity	Does the Company, indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Fine Organics (USA), Inc.	Subsidiary company	100.00%	Yes
2	Fine Organics Europe BV	Subsidiary company	100.00%	Yes
3	Fine Zeelandia Private Limited	Joint venture company	50.00%	Yes
4	Fine Organic Industries (Thailand) Co., Limited.	Joint venture company	45.00%	Yes

Note: FineADD Ingredients GmbH is in the process of liquidation.

## VI. CSR DETAILS

### 22. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: (Yes/No)

Yes, in accordance with Section 135 of the Companies Act, 2013, read with Schedule VII thereto, the Company has built a CSR framework that focuses on:



Education



Healthcare



Woman empowerment



Environmental conservation etc.

(ii) Turnover

₹ 1,858.43 crore





(iii) Net worth

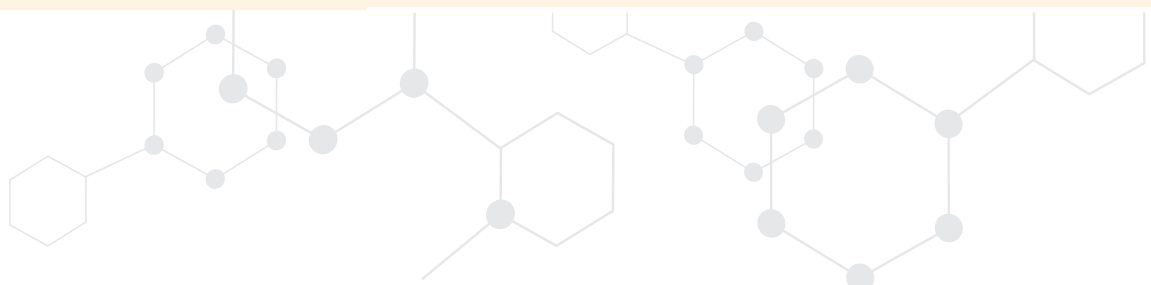
₹ 946.94 crore

\*Turnover and net worth amount as on March 31, 2022

## 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 received	Grievance redressal mechanism in place (yes/no) (if yes, then provide weblink for the grievance redress policy)	2022-23			2021-22		
		Number of complaints filed during the year	Number of complaints with pending resolution at the end of the year	Remarks	Number of complaints filed during the year	Number of complaints with pending resolution at the end of the year	Remarks
 Communities	Yes, a framework is in place to contact the community to understand their concern and resolve their issues	Nil	Nil	Nil	Nil	Nil	Nil
 Shareholders	Yes, <a href="https://www.scores.gov.in/scores/Welcome.html">https://www.scores.gov.in/scores/Welcome.html</a> <a href="https://www.fineorganics.com/contact-us/">https://www.fineorganics.com/contact-us/</a>	8	0	Complaints received from shareholders during the year pertaining to non-receipt of dividend and Annual Report	12	0	Complaints received from shareholders during the year pertaining to non-receipt of dividend and Annual Report
 Employees & workers	Yes, <a href="https://www.fineorganics.com/investor-policies/">https://www.fineorganics.com/investor-policies/</a>	Nil	Nil	Nil	Nil	Nil	Nil
 Customers	Yes <a href="https://www.fineorganics.com/contact-us/">https://www.fineorganics.com/contact-us/</a>	Nil	Nil	Nil	Nil	Nil	Nil
 Value chain partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil
 Others (please Specify)	Nil	Nil	Nil	Nil	Nil	Nil	Nil



## 24. Overview of the Company'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. Please provide rationale for identifying the same, alongside the approach undertaken to adapt or mitigate the risk and its financial implications, as per the following format.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1.	Extended product approval process 	R	<ul style="list-style-type: none"> <li>The regulatory approvals received from different industry/institutions are generally granted for a limited duration.</li> <li>The regulatory compliances are regularly revised depending on the geographical region, industry, end-users and other factors.</li> <li>Generally, it takes three to five years to get approvals on the additives before a manufacturer gets the nod as an additive supplier to major organisations. This means the additive end-users are likely to source tested additives from established suppliers to avoid expensive and lengthy validation tests. This process creates an entry barrier for a Company before venturing into new customers, geographies and applications.</li> </ul>	<ul style="list-style-type: none"> <li>Focus on improving communications with all relevant stakeholders locally and internationally.</li> <li>Proper understanding of applicable regulation to make the approval process faster.</li> </ul>	<ul style="list-style-type: none"> <li>Reduced revenue due to loss of business.</li> </ul>
2.	Vegetable oil prices 	R	<ul style="list-style-type: none"> <li>Price of vegetable oils depend upon the global as well as domestic demand-supply output &amp; climate/crop conditions.</li> <li>Changes in the duties made by the Indian Government and importing countries may result in price volatility and fluctuations.</li> </ul>	<ul style="list-style-type: none"> <li>Invest in commodities to help prepare for sudden price fluctuations in the market, and maintain a future repository of raw materials that will help survive the volatility of resource.</li> <li>Maintain robust relationship with our key suppliers.</li> </ul>	<ul style="list-style-type: none"> <li>Increased cost of raw materials, resulting in lower margins and impacting the bottom-line.</li> </ul>
3.	Industry growth 	O	<ul style="list-style-type: none"> <li>Increased use of plant-based green additives in industries like biopolymers &amp; bioplastic processing, personal care &amp; home care products as a replacement for other synthetically based additives, helps the Company to be innovative and environment friendly.</li> </ul>		<ul style="list-style-type: none"> <li>Anticipated growth in the green additives market globally, may result in more sustainable business and increased revenue.</li> </ul>

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
4.	Customer specification 	O	Build trust and consistency in business by catering to the customers specific needs and providing customised solutions.	-	<ul style="list-style-type: none"> <li>Increased revenue through tailor made products.</li> <li>Strong quality check system in place for consistent outcome</li> </ul>
5.	Impact of climate change 	R	The business may face challenges due to adverse weather conditions and climate change, as these factors can have an impact on crop production. Since vegetable oils, which are key raw materials for the industry, are derived from agriculture, any negative effects on crops can affect their availability. Additionally, climate change and related natural disasters like floods, cyclones, and droughts can introduce volatility in raw material prices, potentially influencing farmers decisions. Such disruptions can also impact supply chains, production facilities, and even change customer demand and preferences.	<ul style="list-style-type: none"> <li>Sustainable sourcing from developed key supplier can mitigate risks for the Company by ensuring a stable and reliable supply of raw materials while promoting environmental stewardship and resilience.</li> <li>Enhancing green chemistry by reducing the use and generation of hazardous substances</li> <li>Shifting to the use of alternate energy-efficient fuels can reduce the climate change risk for the Company by minimising air emissions, promoting cleaner energy sources, and reducing the Company's overall carbon footprint.</li> </ul>	The Company does not enter into supply contract that are longer than 12 months, thereby exposing to risk of increase in raw material prices and decrease in profitability. Climate change related to regulatory amendment could result in increased regulatory compliances, failure to comply with the same could result in reputation risk.





## 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	P	P	P	P	P	P	P	P	
	1	2	3	4	5	6	7	8	9	
<b>Policy and management processes</b>										
1. a. Whether the Company'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. Weblink of the policies, if available.	▶	<a href="https://www.fineorganics.com/investor-policies/">https://www.fineorganics.com/investor-policies/</a> **								
2. Whether the Company has translated the policy into procedures. (Yes/No)	▶	Yes								
3. Do the enlisted policies extend to value chain partners? (Yes/No)	▶	Yes, we expect our value chain partners to adhere to the policies.								
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 the Company and mapped to each principle.	▶	P1 : ISO 9001, SEDEX, ECOVADIS, KOSHER, HALAL & FSSC 22000, COSMOS Ecocert P2 : ISO 9001, SEDEX, FSSC 22000, FSSAI, ECOVADIS, REACH, JOSPHA, GMP+, EFFCI & RSPO P3 : SEDEX & ECOVADIS P4 : ISO 9001, KOSHER, HALAL, FSSC 22000, GMP+, EFFCI & RSPO, COSMOS Ecocert P5 : SEDEX & ECOVADIS P6 : ECOVADIS & SEDEX P7 : ISO 9001, FSSAI, HALAL, FSSC 22000, ECOVADIS & GMP+ P8 : ISO 9001, SEDEX, FSSC 22000, FSSAI, ECOVADIS, REACH, JOSPHA, GMP+, EFFCI, KOSHER, HALAL & RSPO, COSMOS Ecocert P9 : ISO 9001, SEDEX, FSSC 22000, FSSAI, ECOVADIS, REACH, JOSPHA, GMP+, EFFCI, KOSHER, HALAL & RSPO, COSMOS Ecocert								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	▶	Yes, the Company's Sustainability Goals encompass climate change, energy, greenhouse gases, renewable energy, tree plantation, water, and packaging waste life cycle assessment. It has adopted a clear roadmap and vision to positively impact society in the years to come. The Company intends to regularly review the performance of these goals and keep track of progress in the same direction.								
6. Performance of the Company against the specific commitments, goals and targets along with reasons in case the same not met.	▶	Various committees led by the Management and Board of Directors frequently evaluate how effectively each principle is being implemented.								

\* All statutory policies are approved by the Board of Directors, whereas other policies are approved by Executive Directors or the respective business/unit head.

\*\* These policies are internal documents and are circulated internally to the employees of the Company. Code of Conduct for Board of Directors and Senior Management, CSR policies, Whistle Blower policy, etc. are available on website of the Company.

## Governance, Leadership and Oversight

### 7. Statement by the Director responsible for the Business Responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).

#### Our People, Our Planet.

The Company has established itself as an entity that takes business responsibility seriously, while strongly emphasising ESG as enlightened citizens. It understands that companies which perform ethically and create value for society may achieve long-term success.

The Company's Oleochemicals-derived additives and product solutions assist its customers in achieving their sustainability objectives and help them in preparing for the future. To this end, 88% of the Company's raw materials are green – derived from vegetable origin.

The employees diligently work towards the Company's mission and vision. In turn, the Company shows appreciation for their efforts by improving their compensation and increasing the workforce by adding more like-minded employees.

To foster a sense of security and belongingness among its employees, the Company has extended health and insurance coverage, along with financial support. The Company acknowledges its role in improving the lives of the communities in which it operates, and is committed to continuing these efforts in the years ahead.

The Company recognises its responsibility towards the people and planet, and will always continue working towards taking care of it.

**Over the period, the Company has made a number of operational improvements as well as applied best practices to ensure that its manufacturing activities are sustainable:**



#### Environment-friendly plant-based raw materials and products:

Majority of the Company's raw materials are vegetable based and obtained from various plant sources, which are natural and renewable. Therefore, the Company is able to manufacture and offer its final products as 'Green Additives' for most applications.



#### Wastewater management:

The Company implements the 3R approach - Reduce, Reuse, and Recycle - across all of its production facilities to safeguard natural resources. By adopting the 3R principle, the Company can curtail its resource consumption, minimise waste production, and foster sustainability in its operations, thus curbing its environmental impact and supporting the fight against climate change. Notably, the Company prioritises the preservation and conservation of water resources above all. The Company has undertaken different measures to reduce its daily water usage, staff up-skilling and frequently monitoring the water consumption. Additionally, the Company uses scientifically built ETP & STP systems to treat all wastewater generated within plant. The treated water is then reused and recycled within the facilities. As a result, the Company conserves one of the most valuable natural resources, 'Water'. Except for small scale unit of Badlapur (Member of CETP), all remaining manufacturing units operate as Zero Liquid Discharge units. The Company does not discharge a single drop of effluent, leading to zero-waste impact on the environment.



**Use of energy-efficient products:**

The Company uses Variable Frequency Drive (VFD) for motors and pumps to get the desired performance at optimum consumption of energy. The Company has also installed LED lighting throughout the plant and office premises.



**Energy conservation:**

The Company uses renewal energy like solar energy in the form of 'sky pipes' across all its warehouses. These sky pipes work on the fundamental of utilising solar light as a resource for indoor lighting. Thus, during the daytime, the Company does not need to use any electrical power for LED lamps in the warehouses, reducing electricity utilisation and conserving energy.



**Reduce air pollution:**

The Company has shifted from using furnace oil to natural gas - one of the clean-burning fuel reducing CO2 emission and eliminating SOx levels. This initiative has led to reduction in air emission. Thereby, achieving eco-friendly production facilities.



**Tree plantation:**

The Company has planted 845 trees, both within and around its facilities, which have several benefits, including helping sequester carbon dioxide and thereby reducing the company's carbon footprint. Additionally, the Company has undertaken green belt development and landscaping both within and around its facilities. This initiative has led to the creation of attractive and well-maintained green areas that enhance the release of oxygen into the surrounding environment and improve aesthetics.



**Carpooling:**

The Company provides carpooling facilities to its employees. Thus, helping to reduce fuel consumption and CO2 emissions as compared to using personal vehicles for commute.



**Plastic packaging & waste:**

The Company ensures a reduction in the use of plastic packing materials through alternate solutions. The plastic waste generated within the facility gets collected strategically and is disposed by sending it to authorised plastic recyclers. The Company gets a valid certificate from the authorised recyclers for the same. This helps to ensure that the plastic waste is treated suitably as per the Central & State regulatory compliance requirements. The Company also encourage its employees to decrease use of plastic materials leading to reduction in plastic waste generation which directly or indirectly impacts the environment.



**Green building initiative:**

The Company, leveraging its past experience in procuring LEED certification, demonstrates confidence in meeting the requirements for LEED certification across its upcoming greenfield projects. This will further enable the company to adopt sustainable practices, conserve resources, and achieve long-term sustainable growth through initiatives such as green chemistry and sourcing from sustainable practices.

**Looking Ahead**

- The Company is poised to embark on its next phase of growth with an innate sense of gratitude for the ‘Fine’-tastic 50 years’ it had so far. Through these decades, the team has learned that they can surpass their present achievements in the future with consistent efforts and dedication. The Company is committed to maintain strong resilience as it pursues further growth.
- The Company holds pride in its ability to tackle the adversities with perseverance. To achieve the same, the Company is driven by its strength, core values, beliefs, and more importantly, the trust gained from its customers, associates and stakeholders.
- The Company acknowledges and highly regards its employees, customers and other stakeholders who enrich its experience, drive excellence and enable success. The Company is optimistic about taking on the challenges of its future journey, with the support of its customers and other stakeholders, focusing on areas that are important for its people and the planet.
- In conclusion, as a member of the industry, the Company places a strong emphasis on promoting the reduction of GHG emissions through the implementation of various initiatives outlined above. By prioritising sustainability, the Company strives to manufacture environment friendly products, while maintaining a harmonious relationship with surrounding biodiversity and society, aligning with ESG principles. These efforts reflect the Company’s commitment to responsible business practices and a sustainable future.

8.

**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies)**

- DIN Number: 00106799
- Name: Mukesh Shah
- Designation: Chairman and Managing Director

9.

**Does the Company have a specified Committee of the Board/Director responsible for decision-making on sustainability-related issues? (Yes/No). If yes, provide details.**

Yes, the Company has formed an internal committee at the management level to supervise the decision-making and execution of sustainability-related matters. This committee consists of senior members representing different key functions within the Company and is headed by Mr. Mukesh Shah, the Chairman and Managing Director. The Committee’s primary responsibility is to oversee the implementation of sustainability initiatives throughout the organisation, ensuring their seamless integration into the Company’s operations and processes.

**10. Details NGRBCs review 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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Performance against the above policies and follow-up action</b>	Business Responsibility policies of the Company are periodically examined by its Senior Leadership Team, which includes the Managing Director, on a periodic basis or as needed. The effectiveness of the policies is evaluated throughout this assessment, and policies and procedures are updated as necessary.																	
<b>Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances</b>	The Company complies with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Chief Executive Officer of the Company.																	
	Quarterly																	

**11.**

	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Has the Company carried out an independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.</b>	▼	▼	▼	▼	▼	▼	▼	▼	▼
	The Company's Senior Management and Board Committees regularly review the respective charters and policies through internal auditing, which monitors the policies, projects, and performance of the corporate responsibility and sustainability aspects.								

**12. If the answer to the above question (1) is 'No' i.e., not all principles are covered by a policy, please specify the reasons: All the principles are covered by the policies**

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The Company does not consider the principles material to its business (Yes/No)									
The Company is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The Company does not have the financial or human and technical resources available for the task (Yes/No)	N.A.								
The Company plans to do 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’ indicators.

- 1 Principle**

Business should conduct and govern itself with ethics, transparency and accountability
- 2 Principle**

Business should provide goods and services that are safe and contribute to sustainability throughout their life cycle
- 3 Principle**

Business should promote the well-being of all employees
- 4 Principle**

Business should respect the interests of, and be responsive towards, all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
- 5 Principle**

Business should respect and promote human rights
- 6 Principle**

Business should respect, protect and make efforts to restore environment
- 7 Principle**

Business, when engaged in influencing public and regulatory policy/policies, should do so in a responsible manner
- 8 Principle**

Business should support inclusive growth and equitable development
- 9 Principle**





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



**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 programs on any of the Principles during the financial year:**

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	% Age of persons in respective category covered by the awareness programs
 <b>Board of Directors</b>	Yes	During the year, the Company's Board of Directors (including its committees) invested time on various updates comprising matters relating to business, regulations and governance parameters	100.00%
 <b>Key Managerial Personnel</b>	3	POSH/insider trading training/quality management system training	100.00%
 <b>Employees other than BoD and KMPs</b>	6	POSH/insider trading training/quality management system training/fire safety training/skill development/technical and commercial training/various certification related training	90.00%
 <b>Workers</b>	5	POSH/safety training/skill development/human rights/fire safety training/various certification related training	90.00%

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

There were no complaints filed against the Company's directors or KMPs during the preceding financial years.

Monetary				
NGRBC	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine		Nil		
Settlement				
Compounding Fee				

Monetary			
NGRBC	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil		
Punishment			

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

Case details	N.A.	Name of the regulatory/enforcement agencies/judicial institutions

**4. Does the Company have an anti-corruption or anti-bribery policy? If yes, provide details in brief and also provide a weblink to the policy, if any.**

The Company is dedicated to following all applicable laws, rules, and regulations, as well as maintaining the highest levels of business ethics. It promotes a culture of high integrity, transparency, and adheres to the highest ethical and moral standards. A separate Code of Conduct applies to the Company's Directors and Senior Management. The Code of Conduct for the Board of Directors and Senior Management Personnel is available on the Weblink: <https://www.fineorganics.com/investor-policies/>

The Company has an Anti Bribery & Anti-Corruption policy. It has also adopted a Whistle Blower Policy and Vigil Mechanism to provide a formal mechanism to the Directors, and employees to report their concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. The Policy provides for adequate safeguards against victimisation of employees who avail this mechanism. Whistle Blower Policy is available on Weblink: <https://www.fineorganics.com/investor-policies/>

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

	2022-23	2021-22
 <b>Directors</b>	Nil	Nil
 <b>KMPs</b>	Nil	Nil
 <b>Employees</b>	Nil	Nil
 <b>Workers</b>	Nil	Nil



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

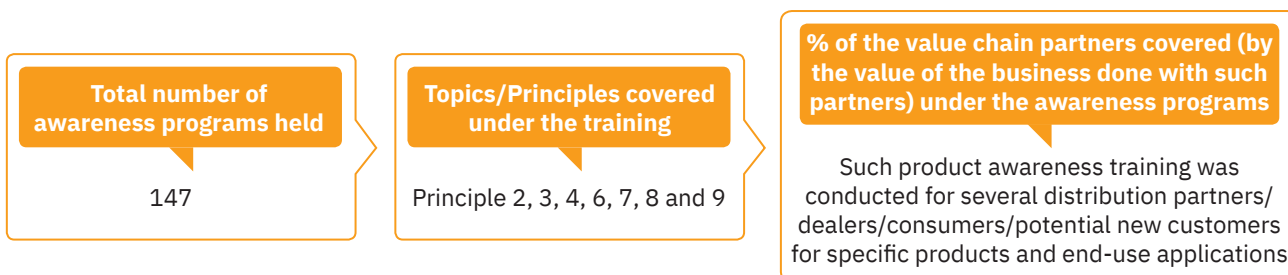
	2022-23		2021-22		
	Number	Remarks	Number	Remarks	
<b>Number of complaints received in relation to issues of Conflict of Interest of Directors</b>	Nil	N.A.	Nil	N.A.	<b>Number of complaints received in relation to issues of Conflict of the KMPs</b>

**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.

**Leadership Indicators**

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



**2. Does the Company have processes in place to avoid/manage Conflicts of Interests involving members of the Board? (Yes/No). If yes, provide details of the same.**

Yes, every Director of the Company discloses his/her interest in the Company and/or his/her Conflict of Interests in other companies or corporate bodies, firms or other association of individuals. Any changes to such interests are also duly communicated, annually or upon any change.



The Company has in place a Policy on Materiality of Related Party Transactions and Dealing with Related Party Transactions which are applicable to our board members. Transactions with the board members or any entity in which such board members are concerned or interested are required to be approved by the Audit Committee and the Board of Directors. In such cases, the interested directors abstain themselves from the discussions at the meeting. The weblink of the above mentioned policies are mentioned below: <https://www.fineorganics.com/investor-policies/>

Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested.

**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 products and processes to total R&D and capex investments made by the Company, respectively.**

	2022-23	2022-23	<b>Details of improvements in environmental and social impacts</b>  The Company's R&D investments are focused on developing sustainable technologies and green chemistries.
 <b>R&amp;D</b>	100.00%	100.00%	
 <b>Capex</b>	100.00%	100.00%	

Note: The Company's R&D efforts are customer centric and emphasise on improving production processes and creating downstream products. The focus areas include food, plastic, feed nutrition, personal care/home care/coatings etc. and other applications. The Company is also conducting research into new technologies for chemical processing to minimise energy costs. The R&D products relevant in the scope of environmental and social impacts include new additives like green surfactants & additives for biodegradable plastics etc.

2. a. **Does the Company have procedures in place for sustainable sourcing?**

The specialty performance additives produced by the Company are made from natural raw materials, such as vegetable oils. The Company sources almost 70% of its raw materials from the local vendors, from the crops grown locally, thus reducing the carbon footprint generated by transportation. The Company also ensures that the raw materials sourced are not overburdening or exploiting natural resources and that they follow Government and regulatory guidelines.

Additionally, the Company's engineering and project team develops its utilities and critical equipments. The Company sources materials and services from selected fabricators and engineers and customises designs to suit the Company's business processes instead of importing from other countries.

- b. **If yes, what percentage of inputs were sourced sustainably? (Yes/No)**

As a manufacturer of Special Additives, we use various oleo chemical based raw material, which account for 85% of our input. Moreover, these raw materials are derived from sustainable sources and 70% of them are procured from local vendors. This approach has not only strengthened our sustainable sourcing targets but has also helped us to reduce our carbon footprint.

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



The Company produces consumable additives that fulfill the technical requirements of the final products in various industries such as food and beverages, plastics/polymers, cosmetics, pharmaceuticals, rubbers, feed nutrition, coatings etc. As a result, there is no possibility of recycling the products at the end of the value chain. Therefore, there is no possibility of recycling our the products at the end of the value chain.



### Plastics (including packaging)

As part of its sustainable operations, the Company adheres to Extended Producer Responsibility (EPR) guidelines, which encompass the management of plastic packaging waste. The Company ensures the safe disposal of both pre-consumer and post-consumer plastic packaging waste through the EPR approach. All plastic waste generated by the Company's manufacturing units is sent to authorised recyclers for the purpose of recycling.



### E-waste

The E-waste generated from all the manufacturing units of the Company is sent to authorised recycler for recycling.



### Hazardous waste (ETP Sludge, and waste oil etc.)

The hazardous waste generated from the manufacturing units of the Company is sent to Mumbai Waste Management Limited (MWML) agency, for necessary treatment and disposal. All our manufacturing units are registered member of MWML.

#### 4. Whether Extended Producer Responsibility (EPR) is applicable to the Company'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.

Yes, we are in compliance with the Plastic Waste Management 2016 Rules & Amendments. For plastic packaging waste generation, we have completed the EPR registration for the group company under Brand Owners (PIBOs) category covering all manufacturing units. The Companies waste collection plan is in line with EPR plan submitted to Central Pollution Control Board (CPCB). As a Brand Owner, our aim is to meet the EPR target as per our brand owner registration certificate issued by CPCB on annual basis.

## 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 undertaken for the well-being of employees:

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	262	262	100.00%	262	100.00%	NA	NA	262	100.00%	145	55.34%
Female	135	135	100.00%	135	100.00%	135	100.00%	NA	NA	92	68.15%
<b>Total</b>	<b>397</b>	<b>397</b>	<b>100.00%</b>	<b>397</b>	<b>100.00%</b>	<b>135</b>	<b>34.00%</b>	<b>262</b>	<b>65.99%</b>	<b>237</b>	<b>59.70%</b>
<b>Other than Permanent Employees</b>											
Male	9	9	100.00%	9	100.00%	N.A.	N.A.	9	100.00%	3	33.33%
Female	1	1	100.00%	1	100.00%	1	100.00%	N.A.	N.A.	1	100.00%
<b>Total</b>	<b>10</b>	<b>10</b>	<b>100.00%</b>	<b>10</b>	<b>100.00%</b>	<b>1</b>	<b>10.00%</b>	<b>9</b>	<b>90.00%</b>	<b>4</b>	<b>40.00%</b>

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

Category	Total (A)	% of workers covered by									
		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**

<b>Male</b>	418	418	100.00%	418	100.00%	NA	NA	418	100.00%	N.A.	N.A.
<b>Female</b>	5	5	100.00%	5	100.00%	5	100.00%	N.A.	N.A.	N.A.	N.A.
<b>Total</b>	423	423	100.00%	423	100.00%	5	1.18%	418	98.82%	N.A.	N.A.

**Other than Permanent Workers**

<b>Male</b>	182	182	100.00%	182	100.00%	N.A.	N.A.	182	100.00%	N.A.	N.A.
<b>Female</b>	7	7	100.00%	7	100.00%	7	100.00%	N.A.	N.A.	N.A.	N.A.
<b>Total</b>	189	189	100.00%	189	100.00%	7	3.70%	182	96.30%	N.A.	N.A.

**2. Details of retirement benefits, for current FY and previous FY.**

Benefits	2022-23			2021-22		
	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.)
<b>PF</b>	92.91%	100.00%	Yes	92.60%	100.00%	Yes
<b>Gratuity</b>	100.00%	100.00%	Yes	100.00%	100.00%	Yes
<b>ESI</b>	12.82%	100.00%	Yes	13.17%	100.00%	Yes
<b>Others – please specify</b>				N.A.		

**3. Accessibility of workplaces**

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

Yes, the operating locations of the Company have accessibility for differently abled employees, workers and visitors. The Company has elevators and all the necessary infrastructure to support differently abled workers and employees. Further, wheelchair facility is also available on the premises.

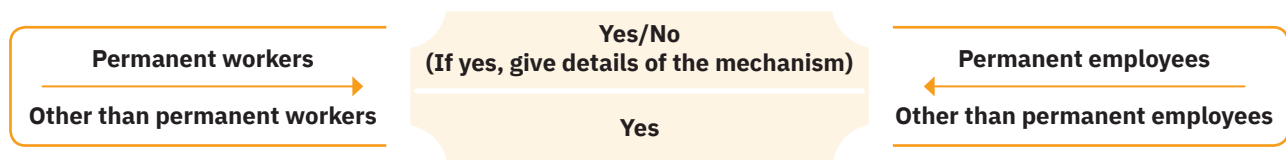
**4. Does the Company have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a weblink to the policy.**

Yes, the organisation provides equal opportunity to each individual and does not discriminate on the basis of color, religion, sex, nationality, ancestry, age, marital status, sexual orientation or disability.

**5. Please provide information in brief on 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	100.00%	100.00%	100.00%	100.00%
Female	100.00%	100.00%	100.00%	100.00%
Total	100.00%	100.00%	100.00%	100.00%

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



Yes, the Company promotes open communication, encouraging employees and workers to initially address their concerns with their respective Head of Department (HOD). If the issue remains unresolved, they are encouraged to report their complaints or problems to the HR department or the plant in-charge. Victims or witnesses of sexual harassment or discrimination have the option to raise a complaint, either with their name or anonymously with Internal Complaint Committee (ICC). Such complaints are directed to the respective HOD, who takes further action to address and resolve the matter with the assistance of the ICC.

To ensure the reporting of genuine concerns or grievances, the Audit Committee has been assigned the responsibility of establishing a vigil mechanism. The Company adheres to the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act of 2013, which is in place to address complaints related to sexual harassment. Moreover, the Company has appointed an external member in the Internal Complaint Committee who is a lawyer with expertise in the Prevention of Sexual Harassment (POSH) and Protection of Children against Sexual Offences Acts (POCSO).

**7. Membership of employees and workers in association(s) or Unions recognized by the listed entity:**

2022-23			2021-22		
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**

- Male
- Female

**Total permanent workers**

- Male
- Female

The Company does not have any recognised employees/workers association. However, the Company has a long-standing and healthy relationship with its employees wherein 7.81% of employees are of the second generation and 11.23% of employees have been working with Company for 25 years or more. For 2021-22, 8.33% of employees are of the second generation and 12.63% have completed 25 years.

Further, if any conflict arises, the head of the respective department seats and discusses the matter and resolves the same through mutual consent.

**8. Details of training given to employees and workers:**

	2022-23					2021-22				
	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)
<b>Employees</b>										
<b>Male</b>	262	245	93.51%	210	80.15%	239	230	96.23%	212	88.70%
<b>Female</b>	135	120	88.89%	97	71.85%	119	105	88.23%	100	84.03%
<b>Total</b>	397	365	91.94%	307	77.33%	358	335	93.57%	312	87.15%
<b>Workers</b>										
<b>Male</b>	418	418	100.00%	418	100.00%	375	375	100.00%	375	100.00%
<b>Female</b>	5	5	100.00%	5	100.00%	5	5	100.00%	5	100.00%
<b>Total</b>	423	423	100.00%	423	100.00%	380	380	100.00%	380	100.00%

**9. Details of performance and career development reviews of employees and workers:**

Category	2022-23			2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
<b>Male</b>	262	262	100.00%	239	239	100.00%
<b>Female</b>	135	135	100.00%	119	119	100.00%
<b>Total</b>	397	397	100.00%	358	358	100.00%
<b>Workers</b>						
<b>Male</b>	418	418	100.00%	375	375	100.00%
<b>Female</b>	5	5	100.00%	5	5	100.00%
<b>Total</b>	423	423	100.00%	380	380	100.00%

**10. Health and safety management system:**

**a** Please mention whether an occupational health and safety management system has been implemented by the Company. (Yes/No). If yes, what is the coverage of this system?

Yes, the Occupational Health and Safety Practices has been implemented by the Company in all manufacturing facilities, offices and R&D Laboratory, to safeguard its employees and workers.

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

In order to prevent injuries, incidents in the workplace, and disruptions to business operations, the Company has implemented a robust process for risk management. The Company regularly reviews and eliminates risks pertaining to operations. The Company provides Mock drills, conducts Safety Audits and trainings to minimise the risks.

<p><b>c</b> Whether the Company processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)</p>	<p>Yes, the Company promotes a reporting culture where workers are encouraged to report any accidents or near-miss incidents that may occur during work. After a thorough investigation of the incident, the Company determines the cause and takes necessary measures to prevent similar incidents in the future. Additionally, workers are provided with various safety training programs to ensure a safe working environment within the facility.</p>
<p><b>d</b> Do the employees/workers of the Company have access to non-occupational medical and healthcare services? (Yes/No)</p>	<p>Yes, the Company ensures that all its sites have access to non-work-related medical and healthcare services. These services can be offered on-site or through collaborations with reputable nearby medical facilities. Moreover, all facilities are equipped with ambulances or emergency vehicles, and well-trained first-aid personnel are available round the clock to address any emergency scenarios that may arise. To meet the medical requirements of its employees and workers, the Company has also implemented Medclaim Compensation Policy that covers the expenses of non-work-related medical and healthcare services.</p>

**11. Please provide details of safety-related incidents, in the following format:**

Safety Incidents/Numbers	Category	2022-23	2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hours worked)	Employees	0	0
	Workers	0	0
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	0	0
	Workers	0	0

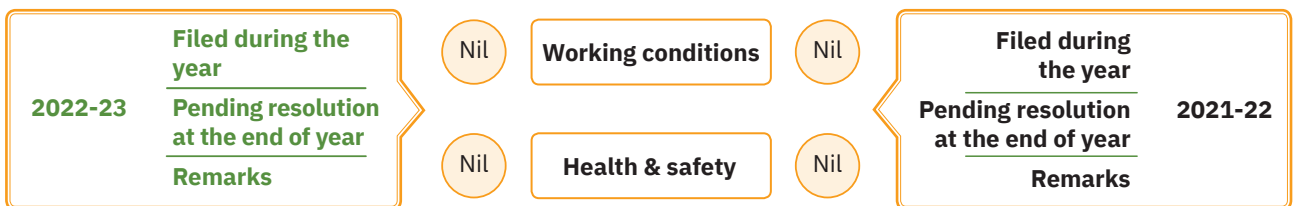
**12. Describe the measures taken by the Company to ensure a safe and healthy workplace.**

For the Company, the safety of employees and workers takes precedence over everything else. The safety team conducts regular training sessions, inspections, and drills to ensure that all workers are properly trained to respond to emergency situations while adhering to safety guidelines. The Company closely monitors the health and safety performance of all our plants and conduct thorough investigations with root cause analysis to address any incidents that occur. In addition, annual medical assessments are also conducted for all staff members and workers to ensure that they are fit for their job responsibilities. To this end, the Company provide:

- Totally enclosed process and pneumatic system that controls all parameters of any safety failures
- Interlocking mechanisms in process reactors and equipments triggering by indications of high/low pressure, high temperature, and high/low flow to ensure safe operations
- Safety pressure valves on reactors and equipments to protect the safety of employees and the environment by preventing excessive pressure build-up
- Properly insulated reactors to nullify charges of static discharge

- Flame-proof light fixtures installed at necessary areas to minimise the risk of accidental damage
- Emergency handling equipment such as SCBA sets, fire extinguishers, gas masks, PPEs, NH3 protection kits, dump pits, and respirators to ensure the safety of employees in case of emergencies
- Complete Effluent Treatment Plant (ETP) system consisting of Primary, Secondary, and Tertiary treatment followed by ATFD to effectively treat industrial effluent. The treated water is fully recycled and used for the cooling tower and scrubber system.
- Full-fledged Sewage Treatment Plant (STP) system in place to treat domestic wastewater and the treated water, is recycled and used for gardening purposes
- The water availability in fire tank reservoir, which supplies water to fire hydrant and sprinkler, is fully maintained.
- The water availability in fire tank reservoir is 100% maintained which supplies water to fire hydrant and sprinkler system.
- Dyke wall to all above-ground storage tanks provided away from the process plant; with only authorised people allowed to enter in these areas. All storage tank are away from processing plant and only authorised people are allowed in this area.
- Lightening arrestors on all chimneys and buildings provided to prevent any hazard due to lightening.
- Fencing and caution notes and hazard identification signage boards, safety posters and stickers are displayed at all required places.
- Installation of required safety equipments, gas and smoke detection system, automatic fire alarm, fire hydrant system with fixed monitor at tank farm area and automatic water sprinkler system etc. Similarly safety equipments and automatic water sprinkler system install at essential areas.
- Regular workplace monitoring and maintenance to ensure proper implementation of safety measures.
- Wind direction indicators (windsocks) at required places within facility.
- Safety showers and eye wash stations provided at the production and also at ammonia storage tonner area.
- Walkie-talkies, P.A. system, Tele-Communication and mobile phones are provided to be used for prompt communication in case of emergency.
- Emergency sirens, installed at the main gate and all required locations within plants.
- Continuous training programs and induction trainings to all employees on general safety, chemical safety and process safety are provided.
- Made all manufacturing process are Solvent-free.
- Well-equipped medical centre with onboard doctors for consultation and emergency first aid along with an ambulance available at major facilities and emergency vehicles available at minor facilities, to handle any medical emergencies.

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



**14. Assessments for the year:**





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

N.A.

During the year, zero accidents were reported. However, the Company keeps an eye on the working conditions through regular checks.

**Leadership Indicators**

**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).**

Yes, the Company provides its employees with a comprehensive life insurance and health insurance policy. Additionally, in the unfortunate event of an employee's death, the Company also offers gratuity to provide financial support to their family and dependents.

**2. Provide the measures undertaken by the Company to ensure that statutory dues are deducted and deposited by the value chain partners.**

The Company conducts its business with integrity and expects its value chain partners to operate in a trustworthy manner, fulfilling their obligations and promptly paying their statutory dues. Furthermore, the Company expects its partners to comply with its code of conduct, business responsibility policies, and shared values.

**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 Company.**

The Company identifies any individual, group, or institution that has a direct or indirect impact on its operations or business chain as a key stakeholder. This includes customers, shareholders, suppliers, communities, government and regulatory authorities, and employees. The Company conducts regular mapping exercises to identify and engage with its stakeholders.

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

Stakeholder Group	Whether identified under 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	Customer meet, online survey, e-mails, and an online grievance mechanism	Ongoing	Product information, feedback, grievances, product-related queries and regulatory compliances, change in the price of products
Shareholders	No	Press releases, email, media releases, annual general meeting, stock exchange intimations, website uploads	Quarterly, Half-yearly, Annual, as and when required	Financial performance, key risks and mitigation, operational highlights, share price appreciation, dividend distribution
Suppliers	No	Events, roadshows, emails, video conference, website	Quarterly and annually (as and when required)	Timely delivery, payment terms & conditions, quality of goods procured
Communities	Yes	Partnership with local charities, community visits	Ongoing	CSR, community complaints, awareness program, community development
Government and regulatory authorities	No	Annual report and regulatory filings facility inspections one-on-one meetings	Annual & Periodic	Compliance and good Governance practice
Employees	No	One-to-one interactions, email, senior management meet, internal communication platforms	Ongoing	Career development, salary and other perquisites, work ethics, policy communication, team building etc.

## Leadership Indicators

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

Stakeholder consultation is a continuous activity and it is driven by the Company's leadership at various platforms. At business unit levels, there is a continuous dialogue with different stakeholders and the same is also presented to the Board.

2. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalised stakeholder groups.**

The Company is actively engaged in Corporate Social Responsibility (CSR) initiatives aimed at improving the lives of disadvantaged, vulnerable, and marginalised communities. It has identified these communities and focuses its efforts to provide them with support and assistance.

The Company organised seminars, workshops, and conferences in various states, including Maharashtra, Gujarat, Punjab, and Haryana. These events are designed to educate farmers on modern dairy practices, antibiotic-free poultry farming, and adopting green solutions to improve animal health. By imparting this knowledge, the Company aims to provide farmers with new opportunities for improving their earnings while also offering healthier dairy products and poultry meat to consumers, thus improving their health in turn.

## 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 Company, in the following format:**

Category	2022-23			2021-22		
	Total (A)	No. employees /workers covered (B)	% (B/A)	Total (C)	No. employee /workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	397	362	91.18%	358	258	72.07%
Other than permanent	10	10	100.00%	11	11	100.00%
Total employees	407	372	91.40%	369	269	72.90%
<b>Workers</b>						
Permanent	423	423	100.00%	380	380	100.00%
Other than permanent	189	189	100.00%	183	183	100.00%
Total workers	612	612	100.00%	563	563	100.00%





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

Category	2022-23					2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	397	1	0.25%	396	99.74%	358	0	0.00%	358	100.00%
Male	262	1	0.38%	261	99.62%	239	0	0.00%	239	100.00%
Female	135	0	0.00%	135	100.00%	119	0	0.00%	119	100.00%
<i>Other than Permanent</i>	10	0	0.00%	10	100.00%	10	0	0.00%	10	100.00%
Male	9	0	0.00%	9	100.00%	10	0	0.00%	10	100.00%
Female	1	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%
<b>Workers</b>										
<i>Permanent</i>	423	0	0.00%	423	100%	380	0	0.00%	380	100.00%
Male	418	0	0.00%	418	100%	375	0	0.00%	375	100.00%
Female	5	0	0.00%	5	100%	5	0	0.00%	5	100.00%
<i>Other than Permanent</i>	189	164	86.77%	25	13.23%	183	162	88.52%	21	11.48%
Male	182	164	90.11%	18	9.89%	177	162	91.52%	15	8.47%
Female	7	0	0.00%	7	100.00%	6	0	0.00%	6	100.00%

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

The Company has paid managerial remuneration in compliance with the necessary approvals required by Section 197 read with Schedule V of the Act. The Company has in place a Nomination and Remuneration Policy for the Directors, KMP and other employees pursuant to the provisions of the Act and the Listing Regulations, which is available on weblink of the Company provided below.

<https://www.fineorganics.com/investor-policies/>

	Male		Female	
	Number	Median remuneration /salary/wages of respective category	Number	Median remuneration /salary/wages of respective category
 <b>Board of Directors (BoD)</b>	9	₹ 96,00,000	1	₹ 24,85,000
 <b>Key Managerial Personnel (other than BODs)</b>	-	NA	1	₹ 20,33,534
 <b>Employees other than BoD and KMP</b>	262	₹ 11,36,744	135	₹ 11,15,195
 <b>Workers</b>	418	₹ 5,01,341	5	₹ 4,54,442

**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, the Company's head of human resources is in-charge of handling matters or impacts related to human rights. The Company expects all of its key stakeholders to observe and abide by the policy's guiding principles as well as any and all applicable laws and regulations of the other countries in which it conducts business.

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

The Company has embraced a framework that prioritises strong governance and ensures timely payment of salaries to all of its employees and workers. The primary goal is to offer equal opportunities to individuals seeking association with the organisation.

Employees have the platform to report any issues they encounter to either the human resource department or the higher authorities within the Company.

The Company is dedicated to establishing workplaces that are devoid of any form of discrimination or harassment, irrespective of gender, religion, age, or sexual orientation. The Company has implemented comprehensive policies and procedures to prevent child labor and sexual harassment across its operational sites. This includes thorough verification of age-related documents before confirming employment.

To address complaints regarding sexual harassment, an Internal Complaint Committee (ICC) has been established. Furthermore, the Company has appointed a specialised lawyer as an external member of the Internal Committee, with expertise in the Prevention of Sexual Harassment ("POSH").

The Company strongly believes in fostering two-way communication. Employees and workers are encouraged to initially share their concerns with their respective Heads of Department (HODs). If the concern remains unresolved, they are welcome to bring forward their complaints or issues to the HR department and the designated plant in-charge.

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

The Company received no complaints about child labour, forced labour, involuntary labour, or sexual harassment throughout the year.

	2022-23			2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Sexual Harassment</b>	Nil	Nil	N.A.	Nil	Nil	N.A.
<b>Discrimination at Workplace</b>	Nil	Nil	N.A.	Nil	Nil	N.A.
<b>Child Labour</b>	Nil	Nil	N.A.	Nil	Nil	N.A.
<b>Forced Labour/ Involuntary Labour</b>	Nil	Nil	N.A.	Nil	Nil	N.A.
<b>Wages</b>	Nil	Nil	N.A.	Nil	Nil	N.A.
<b>Other Human rights-related Issues</b>	Nil	Nil	N.A.	Nil	Nil	N.A.

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

In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and its corresponding regulations, the Company maintains a strict zero tolerance policy towards sexual harassment in the workplace. A comprehensive Prevention of Sexual Harassment policy has been implemented with the aim of safeguarding employees and effectively addressing any complaints or related issues that may arise. Furthermore, an Internal Complaints Committee has been established specifically to handle and resolve cases of sexual harassment.

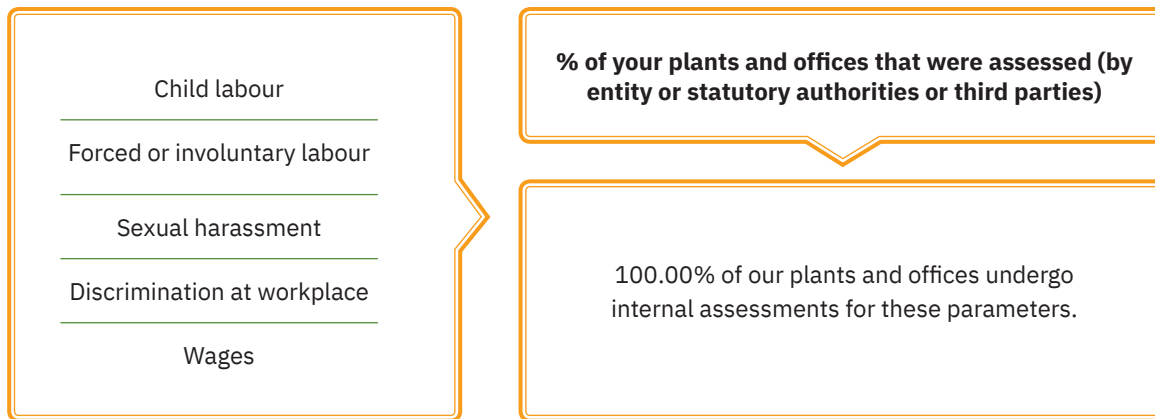
The Company ensures equal opportunities for all individuals, regardless of their race, ethnicity, nationality, gender, language, age, sexual orientation, religion, marital status, socio-economic status, or special abilities, at every level of employment.

To promote awareness and understanding of discrimination and harassment issues, all new employees and workers undergo an awareness program upon joining the organisation. Additionally, the policy is shared throughout the entire company for easy reference and accessibility.

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

The Company incorporates human rights requirements into its business agreements and contracts whenever applicable and relevant.

**9. Assessments for the year:**



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

No complaints were filed during the financial year.

**Leadership Indicators**

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

The Company did not receive any grievances/complaints on human rights violations and hence no process(es) were modified/introduced to address the same.

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

The Company takes human rights seriously and is committed for creating awareness and promoting human rights among its employees. To achieve this goal, the Company regularly conducts training and awareness programs to educate and sensitise its employees about human rights. These programs are not just initiated but are also continuously monitored for their effectiveness. The Company understands the importance of identifying and addressing any adverse impact of its processes on human rights and strives to ensure that its employees adhere to the highest ethical standards. Regular training programs help the Company to keep a check on the functionality of its processes and ensure that they align with the principles of human rights. By raising awareness among employees, the Company ensures that they understand their rights and responsibilities and work towards creating a safe and inclusive workplace. The Company's commitment for promoting human rights through regular training and awareness programs demonstrates its dedication to ethical practices and responsible business conduct.

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

Yes, the registered office and plants of the Company have elevators and wheelchair facilities.

**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:**

2022-23 (GJ) (Current Financial Year)	Parameter	2021-22 (GJ) (Previous Financial Year)
1,06,964.13	Total electricity consumption (A) only grid	1,05,756.57
2,33,697.98	Total fuel consumption (B) (PNG, FO, LDO, Diesel)	2,03,007.56
0	Energy consumption through other sources (C)	0
3,40,662.11	Total energy consumption (A+B+C)	3,08,764.14
0.0000112 GJ/Rs. 11.25 KJ/Rs.	Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.0000166 GJ/ Rs. 16.61 KJ/Rs.

**Note: Indicate if any independent assessment/evaluation/assurance was carried out by an external agency? (Yes/No) If yes, please name the external agency.**

No

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

No



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

Parameter	2022-23	2021-22
	(Current Financial Year)	(Previous Financial Year)
<b>Water withdrawal by source (in kilo liters)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water (Supplied by Maharashtra Industrial Development Corporation MIDC)	1,15,211	1,03,418
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilo litres) (I + ii + iii + iv + v)</b>	<b>1,15,211</b>	<b>1,03,418</b>
<b>Total volume of water consumption (in kilo litres)</b>	<b>1,05,264</b>	<b>96,659.5</b>
<b>Water intensity per rupee of turnover (Water consumed/turnover)</b>	<b>0.0035L/Rs.</b>	<b>0.0052 L/Rs.</b>

**Note: Indicate if any independent assessment/evaluation/assurance was carried out by an external agency? (Yes/No) If yes, please name the external agency.**

No.

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

Yes.

Out of the total of seven manufacturing units, six have already implemented Zero Liquid Discharge (ZLD) facilities. The only exception is a small-scale manufacturing (SSI) unit, which currently discharges treated effluent into CETP for further disposal.

Water usage is not involved in the manufacturing process. The utility effluent undergo treatment in the Effluent Treatment Plant (ETP), and the treated effluent is subsequently recycled as makeup water for cooling towers or other utility needs. Thereby achieving Zero Liquid Discharge (ZLD).

The ETP consists of primary, secondary and tertiary treatment are followed by the ATFD.

The sewage undergoes treatment in the Sewage Treatment Plant (STP). The STP consists of primary, secondary and tertiary treatment followed by UV treatment step. The treated sewage is then put to use for gardening purposes. The bio sludge generated during the treatment process is utilised as manure. In the case of smaller units, sewage is collected in septic tanks and subsequently directed to soak pits.

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

Parameter	Please specify unit	2022-23	2021-22
NOx*	MT/year	6.46	0
SO2**	MT/year	6.84	7.24
Particulate matter (PM)	MT/year	14.11	7.58
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA

\*The Company did not measure NOx emissions for the year 2021-22. However, we have conducted calculations to determine the NOx emissions for the year 2022-23.

\*\* The company measure SO<sub>2</sub> emission through external authorised laboratories.

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

No

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

Parameter	Unit	2022-23 <i>(Current Financial Year)</i>	2021-22 <i>(Previous Financial Year)</i>
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>(Metric tonnes of CO<sub>2</sub> Equivalent)</i>	13,732.48	11,869.81
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>(Metric tonnes of CO<sub>2</sub> Equivalent)</i>	23,472.68	23,207.69
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.0000012 T CO <sub>2</sub> eq/Rs.	0.000002 T CO <sub>2</sub> eq/Rs
		0.0012 Kg CO <sub>2</sub> eq/Rs.	0.002 Kg CO <sub>2</sub> eq/Rs

**Note: Indicate if any independent assessment/evaluation/assurance was carried out by an external agency? (Yes/No) If yes, name the external agency.**

No.



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

All our manufacturing units uses PNG as a fuel which is clean burning fuel and reduces GHG emissions as compared to other fossil fuel.

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

Parameter	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Plastic waste and packaging waste* (A)	36.62	70.00
E-waste (B)	5.05	0.66
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E) (Nos.)	0	56
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) Waste oil, ETP sludge & salts, process sludge	1,024.69	890.77
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	0	0
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>1,066.36</b>	<b>1,017.23</b>

**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** - Plastic and Packaging waste, process waste, E waste, Waste oil	792.67	741.45
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>792.67</b>	<b>741.45</b>

**For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)**

**Category of waste**

(i) Incineration	-	-
(ii) Landfilling*** ETP sludge & salts	273.69	219.98
(iii) Other disposal operations	-	-
<b>Total</b>	<b>273.69</b>	<b>219.98</b>

\*: Plastic waste is pre-consumer packaging waste and waste generated from raw material packaging. The quantities have reduced significantly in 2022-23 due to reduction in utilisation of shrink wrap and bulk ordering of raw materials.

\*\* : Recycled through SPCB authorised recyclers or Treatment, Storage and Disposal Facility (TSDF)

\*\*\*: Safe disposal through TSDF

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

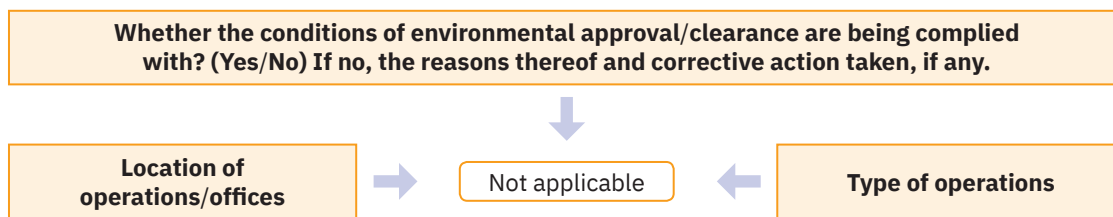
No

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

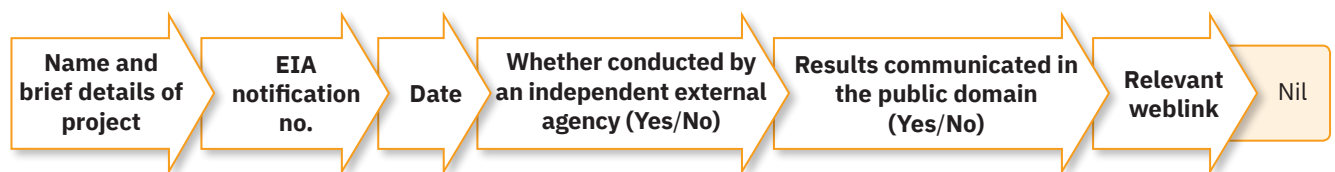
The Company produces environment friendly additives using raw materials derived from vegetable oil. As a result, the waste generated during the manufacturing process is non-hazardous. By transitioning from furnace oil to cleaner piped natural gas, the Company has eliminated the generation of boiler ash. Effective waste management and waste minimisation are key priorities across all of the Company's manufacturing sites. The Company maintains inventories to monitor and reduce waste generation, and the handling of solid and hazardous waste is in compliance with Consent to Operate and Hazardous Waste Authorisation regulations.

75% of the waste generated by the Company is either recycled or reprocessed authorised recyclers or the use of a TSD (Treatment, Storage, and Disposal Facility). Certificates from recyclers are diligently maintained for E-waste. In case of Plastic packaging waste, it is full filled in accordance with Extended Producer Responsibility (EPR) guidelines. Additionally, the Company has implemented a buy-back mechanism to handle battery waste. Used batteries are returned to the suppliers, and proper inventories are maintained to ensure effective management of this waste stream. Process waste is safely disposed through Mumbai Waste Management Limited. (MWML).

**10. If the Company 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:**

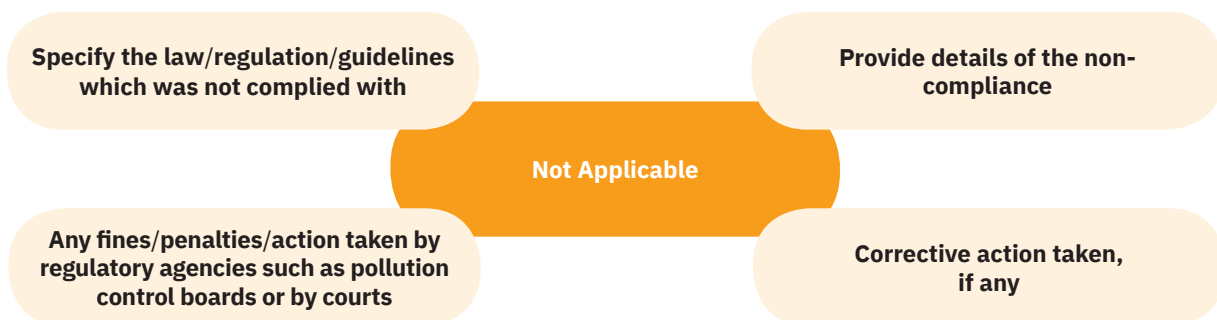


**11. Details of environmental impact assessments of projects undertaken by the Company based on applicable laws, in the current financial year:**



**12. Is the Company compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Yes/No). If not, provide details of all such non-compliances, in the following format:**

Yes, the Company complies with all the mentioned acts and rules.



## Leadership Indicators

- 1. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the Company on biodiversity in such areas, along with prevention and remediation activities.**

The manufacturing units are located well within notified industrial area. Therefore, there is no impact of the Company operations on the biodiversity.

- 2. If the Company 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 the outcome of such initiatives, as per the following format.**

Initiatives undertaken	Details of the initiative ( <i>Web-link, if any, may be provided along-with summary</i> )	Outcome of the initiative
Shift to use clean fuel	Replaced furnace oil to piped natural gas	Reduction in CO <sub>2</sub> (GHG scope 1 emissions) and SO <sub>2</sub> levels (air emissions)
Energy conservation system	Installations of Variable Frequency Drives (VFDs) for motors and pumps across manufacturing units Installed LED lighting in the facility, administrative areas and streets	Reduction in energy usage. Lower power bills
Use of solar energy	Installed solar sky pipes and solar street lamp at manufacturing units	Reduction in electricity consumption and scope 2 emissions
Zero liquid discharge (ZLD) and recycle of treated effluent	All manufacturing units are Zero liquid discharge except one SSI unit which is a member of CETP	Nearly 85% of the treated effluent (maximum possible) are recycled for utility makeup, thereby reducing fresh water consumption
Rainwater harvesting system	Rainwater harvesting system installed at most of our plants	Ground water recharge and reduction in freshwater consumption
Waste utilisation	Process sludge and waste oil are recycled through authorised vendors	Reduction in waste going to landfill or treatment facility

- 3. Does the Company have a business continuity and disaster management plan? Provide details within 100 words/weblink.**

The Company undertakes a materiality assessment aimed at evaluating financial, environmental, and social risks and opportunities that could potentially affect its business and stakeholders. This assessment covers various areas such as environmental capital, social capital, human capital, business model and innovation, leadership, and governance. The assessment aims to measure the impact of these areas on two dimensions: the business and the stakeholders.

To mitigate the materiality risks and impacts while enhancing business opportunities, the Company has implemented operational checks and controls, an institutional setup, and management review. These measures are in place to monitor and control potential risks and impacts.

In addition, the Company has developed a risk management plan that provides guidelines for conducting a comprehensive risk assessment aimed at identifying potential disasters and analysing their impact on the business. To ensure preparedness for any such disaster, the Company has put in place a robust emergency response plan, which enable us to forecast and mitigate any disaster with required action steps.

**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 based on the total members of the body that the Company is a member of/affiliated to.**

S. No.	Name of the trade and industry chambers/associations	The reach of trade and industry chambers/associations (State/National)
1.	Federation of Indian Export Organisations (FIEO)	National
2.	Indo-German Chamber of Commerce	International
3.	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (Chemexcil)	National
4.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
5.	Oil Technologists Association of India (OTA)	National
6.	Protein Foods & Nutrition Development Association of India	National
7.	Regulatory Representatives and Managers Association	National

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

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 Company based on applicable laws, in the current financial year.** Not applicable.
- 2 **Provide information on project(s) relevant to any ongoing Rehabilitation and Resettlement (R&R) being undertaken by the Company.** Not applicable.
- 3 **Describe the mechanisms to receive and redress grievances of the community.** Not applicable, as all our manufacturing units are located within notified industrial areas. Other grievance mechanisms relevant to the Company are elucidated elsewhere in this report.
4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers.**

	2022-23	2021-22
Directly sourced from MSMEs/small producers	~20%	~20%
Sourced directly from within the district and neighbouring district	~60%	~60%

**Leadership Indicators**

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (SIA) (Reference: Question 1 of Essential Indicators above).**  
Not applicable.
2. **Provide the following information on CSR projects undertaken by the Company across the designated aspirational districts as identified by Government bodies.**  
The Company interacts with external NGOs in the implementation of its CSR projects. The CSR Committee oversees and monitors the implementation of all projects, so that the beneficiaries get the most out of them. However, the Company did not undertake any such CSR projects in designated aspirational districts identified by Government bodies.  
The weblink where the Company’s CSR Projects are disclosed: <https://www.fineorganics.com/sustainability/social/>

### 3. **Does the Company have a preferential procurement policy where it gives preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)**

(a) The Company recognises and follows domestic and international standards and guidelines regarding its procurement activities. Furthermore, the Company keeps an eye on industry norms and trends to keep its operations aligned with the same. It is not biased towards its suppliers in terms of the procurement policy, whether or not they belong to marginalised/vulnerable groups.

### **Which marginalised/vulnerable groups does the Company procure from?**

(b) Local sourcing is a critical component of the Company's supply chain development. The Company is enthusiastic about sourcing and promoting goods and services from local suppliers who adhere to the same social and environmental standards as the Company. It works with them and supports them in a forward-thinking manner.

### **What percentage of total procurement (by value) does it constitute?**

(c) The Company supports the growth of local vendors and its vendor pool includes medium and small-sized businesses which are located close to its manufacturing facilities. These programs support national priorities such as 'Make in India' and 'Atmanirbhar Bharat'. In terms of value, domestic sourcing accounts for almost 70% of the Company's total products sourced, while 30% of the products are sourced through imports.

### 4. **Details of beneficiaries of CSR Projects:**

The approximate project-wise % of beneficiaries from vulnerable and marginalised groups is as mentioned below:

Sr. No.	CSR projects	No. of persons benefitted from CSR projects	Percentage of beneficiaries from vulnerable and marginalised groups
1	Indo Swiss Centre of Excellence - Vocational training centre	Constructing a vocational training centre to provide different skill-based vocational training programs	The project will mainly serve the vulnerable and marginalised groups
2	Chembur Golf Welfare Foundation - Education support to children of Caddies	50+	100
3	Cultural Society for Tribals – Educational activities for tribals	250+	100
4	Bhaktivedanta Hospital - Sri Chaitanya Seva Trust	Supported the hospital in construction of a new oncology operation theatre for the treatment of cancer patients	Most of the patients belong to the vulnerable and marginalised groups
5	Bhagini Nivedita Gramin Vigyan Niketan	200+	100
6	Ghatkopar South Indian Education Trust - Scholarships for underprivileged school students	370	100
7	Samarthanam, Trust for the Disabled - Infrastructure development support to specially abled students	100+	100
8	Girija Welfare Association - Support to senior citizens home	150+	100
9	Shri Ghatkopar Brahman Samaj - Health support to underprivileged	500+	100
10	MAHAN Trust - Hospital for tribal population	Supporting the tribal hospital for their operating expenses and constructing dormitory hall for patients and their relatives	100

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

**Essential Indicators**

**1. Describe the mechanisms set up by the Company to address consumer complaints and feedback.**

The Company places high emphasis on client satisfaction since it adheres to a customer-centric philosophy. As a result, customer satisfaction surveys are undertaken on a regular basis (as part of ISO quality standards) to assess consumer satisfaction with products and related services. The Company's greatest strength is its focus on providing the highest possible and consistent quality in a timely manner. Furthermore, the Company's professionals provide timely and superior quality solutions and technical services to the best of their abilities with regards to any customer requirements.

**2. Turnover of products and services as percentage of turnover from all products and services that carry information about**

As a percentage of total turnover	
<b>Environmental and social parameters relevant to the product</b>	
Safe and responsible usage	N.A.
Recycling and/or safe disposal	

**3. Number of consumer complaints with respect to the following categories:**

	2022-23		Remarks	2021-22		Remarks
	Received during the year	Pending resolutions at end of the year		Received during the year	Pending resolutions at end of the year	
Data privacy	Nil	N.A.	No complaints were received during the year	Nil	N.A.	No complaints were received during the year
Advertising	Nil	N.A.	No complaints were received during the year	Nil	N.A.	No complaints were received during the year
Cyber-security	Nil	N.A.	No complaints were received during the year	Nil	N.A.	No complaints were received during the year
Delivery of essential services	Nil	N.A.	No complaints were received during the year	Nil	N.A.	No complaints were received during the year
Restrictive trade practices	Nil	N.A.	No complaints were received during the year	Nil	N.A.	No complaints were received during the year
Unfair trade practices	Nil	N.A.	No complaints were received during the year	Nil	N.A.	No complaints were received during the year
Other	Nil	N.A.	No complaints were received during the year	Nil	N.A.	No complaints were received during the year

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

	Number	Reasons for Recall
<b>Voluntary Recalls</b>	Nil	N.A.
<b>Forced Recalls</b>	Nil	N.A.

**5. Does the Company have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a weblink of the policy.**

Risk Management is an integral part of the Company’s operations. The Board of Directors has constituted Risk Management Committee (RMC) to identify risk elements in different areas of operations and develop policies for actions to mitigate the risks. The Company considers cyber security as a key risk and to eliminate this risk, it takes adequate measures by implementing cyber security policy. This includes state-of-the-art firewall solutions, network segmentation, user awareness program, and many other measures.

**6. Provide details of any corrective actions taken/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 the safety of products/services.**

Since there were no complaints, there was no need for any corrective action.

**Leadership Indicators**

**1. Channels/platforms from where information on products and services of the Company can be accessed (provide weblink, if available).**

Weblink: <https://www.fineorganics.com/category-listing/>

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

The Company provides technical data sheet, safety data sheet and regulatory data sheet for every product sold to its customers.

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

The Company keeps its customers informed through various modes of communications i.e. emails and phone calls.

**4. Does the Company display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable). If yes, please provide details in brief.**

**Did the Company carry out any survey with regards to consumer satisfaction on major products/services of the Company, significant locations of operation of the Company, or the Company as a whole? (Yes/No)**

Yes, the Company ensures the reliability of the information displayed on the product label, in accordance with industry requirements and regulatory guidelines. Customers have technical datasheets (TDS), safety data sheets (SDS), and regulatory documents (like PRD and PCD) (all in accordance with applicable regulatory requirements national and international) to their access. If a customer comes up with any requirements or enquiries, they can get the answers on the Company's website or from the Company sales person working with these customers and taking adequate support from regulatory, quality & other concerned departments.

**5. Please provide the following information relating to data breaches:**

**a) Number of instances of data breaches along with impact: NIL**

**b) Percentage of data breaches involving personally identifiable information of customers: NIL**