



Date: July 17, 2023

The Manager (CRD) <b>BSE Limited</b> Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai- 400001	The Manager – Listing Department <b>National Stock Exchange of India Limited</b> Exchange Plaza, Plot no. C/1, G Block, Bandra-Kurla Complex, Bandra (East) Mumbai - 400 051
<b>Scrip Code : 530117</b>	<b>Symbol: PRIVISCL</b>

Dear Sir / Madam,

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

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 ('BRSR') for FY 2022-23 which forms part of the Annual Report FY 2022-23.

The said BRSR is also available on Company's website at [www.privi.com](http://www.privi.com) under Investor Relations section.

We request you to take the above on record.

Thanking you,

Yours Sincerely,

For Privi Speciality Chemicals Limited

Ashwini Saumil Shah  
Company Secretary



Encl: As above



## PRIVI SPECIALITY CHEMICALS LIMITED

**Knowledge Centre & Regd. Office :** Privi House, A-71, TTC, Thane Belapur Road, Near Kopar Khairane Railway Station, Navi Mumbai - 400 710, India | Tel. : +91 22 68713200 / 33043500 / 33043600 / 27783040 / 27783041 / 27783045  
Fax: +91 22 27783049 / 68713232 | Email: [enquiry@privi.co.in](mailto:enquiry@privi.co.in) | Web: [www.privi.com](http://www.privi.com) | CIN: L15140MH1985PLC286828



# **BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING**



## ABOUT US

PRIVI SPECIALITY CHEMICALS LTD. IS A LEADING MANUFACTURER OF AROMA CHEMICALS BASED IN INDIA. THE COMPANY WAS FOUNDED IN 1992 AND HAS SINCE THEN GROWN TO BECOME A GLOBALLY RECOGNIZED PLAYER IN THE INDUSTRY.

Organization's product range includes over 50 different aroma and fragrance chemicals, having a capacity of over 40,000 tons per annum. The company has state-of-the-art manufacturing facilities located in Mahad, Maharashtra and Jhagadia, Gujarat.

Privi Speciality Chemicals Ltd. is committed to maintaining the highest quality standards in its products and has been awarded various certifications, including ISO 9001:2015, ISO 14001:2015 for Environmental Management System (EMS) and has a ISO 45001:2018 standard Certification Accredited by Bureau Veritas (Occupational Health & Safety Management System (OHSMS) for all Manufacturing Units in Mahad from Bureau Veritas & ISO 9001:2015 for its Jhagadia unit.

Our mission is to be the preferred supplier of aroma chemicals globally, and the company has a strong focus on research and development to continuously improve its product portfolio and stay ahead of the competition.

We welcome the reporting framework 'Business Responsibility and Sustainability Reporting' ("BRSR") introduced by the Securities and Exchange Board of India ("SEBI") containing detailed Environmental, Social and Governance ("ESG") disclosures and we have mandatorily adopted the framework for the financial year 2022-23.



This report also speaks about the organization's ESG approach which propels the business strategy to deliver.

In this report, the words – 'Privi', 'We', 'Company', 'Our', 'Organization' are used interchangeably to denote Privi Speciality Chemicals Ltd.





**ESG AND PRIVI SPECIALITY CHEMICALS LTD.**

Privi Speciality Chemicals Ltd. is a leading aroma chemicals manufacturer, supplier and exporter with a culture and belief of holistic sustainable development. The organization supports wide range of ESG programs through ratings and disclosures related to carbon and water emission and has also received various awards on its social front.

The organization also engages in various other initiatives aligned with that of various SDG's (Please refer to Annexure A to this report)



**ENVIRONMENT:**

The organization on the environment front makes various disclosures and has received ranking on the Global level which makes the organization stand out from its peers. A few of the accolades include:

The organization being an active contributor towards environment, labor and human rights has participated in survey conducted by EcoVadis and has secured on the parameter of Environment 70 out of 100 and has been awarded with silver medal in recognition of its sustainability achievement.



The organization is actively disclosing its Scope 1, 2 and 3 emissions to Carbon Disclosure Project (CDP) and scored 'C' rating which is same as Asia regional average score.



**SOCIAL:**

The organization on the social front actively works for the benefit of its employees and has also received various awards from "National Safety Council" for contribution towards safety of its employees at different Units.

The organization has received Certificate of Appreciation on 17<sup>th</sup> March, 2023, from 'National Safety Council of India' for its Unit-II in Mahad, Raigad, Maharashtra in recognition of their appreciable achievement in Occupational Safety & Health during 2019-2021.



The organization has received on 12<sup>th</sup> November, 2022 Certificate form 'National Safety Council- Maharashtra Chapter' Maharashtra safety Awards- 2021 for achieving Longest Accident Free Period in Chemicals and Fertilizers Industrial Group for the location Unit-I and Unit II in Mahad, Raigad, Maharashtra.



The organization has participated in survey conducted by EcoVadis and has secured 60 out of 100 on the parameter of Labour and Human Rights and has been awarded with silver medal in recognition of its sustainability achievement.





### GOVERNANCE:

On the Governance front, the organization has made various disclosures in regards to their initiatives towards supplier engagement and sustainable procurement and has received ratings on Global level.

The organization has participated in survey conducted by EcoVadis and has secured 50 and 60 out of 100 on the parameter of Ethics and Sustainable Procurement and has been awarded with silver medal in recognition of its sustainability achievement.



The organization discloses its Supplier Engagement Rating (SER) 2022 and has scored 'B-' rating which is in the Management band. This is higher than the Asia regional average and Chemicals sector average of C.



The TfS\* on-site audit was conducted on the basis of best practices around Health & Safety, Governance, Ethics, Human Rights etc., on Nov 22, 2022 and the company has scored '85%' under Good Performance (Green classified) with 5 years validity.



\* TfS is a joint initiative of chemical companies to ensure sustainability of supply chains.



# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity :

1.	Corporate Identity Number (CIN) of the Listed Entity	L15140MH1985PLC286828	
2.	Name of the Listed Entity	Privi Speciality Chemicals Limited	
3.	Year of incorporation	1985	
4.	Registered office address	Privi House, A-71, TTC Thane Belapur Road, Kopar Khairane, Navi Mumbai-400710	
5.	Corporate address	Privi House, A-71, TTC Thane Belapur Road, Kopar Khairane, Navi Mumbai-400710	
6.	E-mail	<a href="mailto:ashwini.shah@privi.co.in">ashwini.shah@privi.co.in</a>	
7.	Telephone	022-33043500	
8.	Website	<a href="http://www.privi.com">http://www.privi.com</a>	
9.	Financial year for which reporting is being done	2022-23	
10.	Name of the Stock Exchange(s) where shares are listed	<b>Name of the Exchange</b> BSE Ltd. National Stock Exchange of India Ltd.	<b>Stock Code</b> 530117 PRIVISCL
11.	Paid-up Capital	INR 39,06,27,060/-	
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Ashwini Saumil Shah, Company Secretary, Telephone number: +91 9870158955 Email: <a href="mailto:ashwini.shah@privi.co.in">ashwini.shah@privi.co.in</a>	
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). –	The disclosure under this report are made on a standalone basis, unless otherwise specified.	

### II. Products/ services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Chemical	Manufacturing and trading of aroma chemicals	100%

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

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Aroma Chemicals	20119	100%

\* Note: For detailed list of products, we request you to refer to our website <https://www.privi.com/fragrances/our-product>

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

Location	Number of plants	Number of offices	Total
National	8	2	10
International	–	2*	2

\* Our International Offices are located in USA and The Netherlands.

**17. Markets served by the entity:****a. Number of locations**

Locations	Number
National (No. of States)	21*
International (No. of Countries)	38

\* Note: Number of States includes 3 Union Territories

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

Total export contribution for the reporting period is 74%

**c. A brief on types of customers:**

The Company is the manufacturer and supplier of wide varieties of aroma chemicals. The products are supplied to a large number of Flavours & Fragrance (F&F) companies globally, which includes the top 10 F&F houses in the world. Apart from this, the products are also supplied to FMCG companies like Procter & Gamble, Reckitt & Benckiser. Aroma chemicals supplied to fragrance houses like Givaudan, Symrise & Firmenich are utilized in manufacturing varieties of fragrance which are eventually used in products like detergents, soap, cream & perfumes etc.

These fragrance ingredients are also used in home care, personal care, fabric care, oral care, fine fragrances, food products like beverages, snacks, dairy products, sweets etc.

The Company also supplies the products through distributors located at different parts of the world. These distributors further supply the material to the end users.

**IV. Employees****18. Details as at the end of Financial Year<sup>1</sup>:****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)	542	501	92.44%	41	7.56%
2.	Other than Permanent (E)	130	114	87.69%	16	12.31%
3.	<b>Total employees (D + E)</b>	672	615	91.52%	57	8.48%
<b>WORKERS</b>						
4.	Permanent (F)	169	169	100.00%	Nil	Nil
5.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	<b>Total workers (F + G)</b>	169	169	100.00%	Nil	Nil

**<sup>1</sup>SDG Targets**

**SDG: 5.1** End all forms of discrimination against all women & girls everywhere

**SDG: 5.5** Ensure women's full & effective participation & equal opportunities for leadership at all levels of decision making in political, economic & public life

**SDG: 8.5** By 2030, achieve full & productive employment & decent work for all women & men, including for young people & persons with disabilities, & equal pay for work of equal value

**SDG: 10.3** Ensure equal opportunity & reduce inequalities of outcome, including by eliminating discriminatory laws, policies & practices & promoting appropriate legislation, policies & action in this regard

## 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)	1	1	100.00%	Nil	Nil
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	<b>Total differently abled employees (D + E)</b>	1	1	100.00%	Nil	Nil
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	<b>Total differently abled workers (F + G)</b>	Nil	Nil	Nil	Nil	Nil

19. Participation/Inclusion/Representation of women<sup>2</sup>

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
<b>Board of Directors</b>	7	1	14.29%
<b>Key Management Personnel</b>	2	1	20.00%

20. Turnover rate for permanent employees and workers<sup>3</sup> (in percent)

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.97%	14.63%	14.02%	10.89%	12.0%	11.0%	5.42%	15.1%	6.1%
Permanent Workers	0.59%	Nil	0.59%	0.59%	Nil	0.59%	0.58%	Nil	0.58%

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Privi Biotechnologies Private Limited	Subsidiary	100	No
2.	Privi Speciality Chemicals USA Corporation (formerly known as Privi Organics USA Corporation)	Subsidiary	100	No
3.	Prigiv Specialties Private Limited	Subsidiary	51	No

<sup>2</sup>SDG Targets

SDG: 5.1 End all forms of discrimination against all women &amp; girls everywhere

SDG: 5.5 Ensure women's full &amp; effective participation &amp; equal opportunities for leadership at all levels of decision making in political, economic &amp; public life

SDG: 8.5 By 2030, achieve full &amp; productive employment &amp; decent work for all women &amp; men, including for young people &amp; persons with disabilities, &amp; equal pay for work of equal value

SDG: 10.3 Ensure equal opportunity &amp; reduce inequalities of outcome, including by eliminating discriminatory laws, policies &amp; practices &amp; promoting appropriate legislation, policies &amp; action in this regard

<sup>3</sup>SDG: 5.1 End all forms of discrimination against all women & girls everywhere [SES Note: No Direct Linkage - Mapped for reference]

SDG: 8.5 By 2030, achieve full &amp; productive employment &amp; decent work for all women &amp; men, including for young people &amp; persons with disabilities, &amp; equal pay for work of equal value

SDG: 10.1 By 2030, progressively achieve &amp; sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average



**VI. CSR Details**

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013<sup>4</sup> : Yes

(ii) Turnover (in ₹) – 1,42,406.49 Lakhs

(iii) Net worth (in ₹) – 80,735.81 Lakhs

**VII. Transparency and Disclosures Compliances**

23. Complaints/Grievance on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:<sup>5</sup>

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2022-23			FY 2021-22		
		(If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	Yes, the organization has grievance mechanism in place, and the concerned aggrieved can raise their concern at info@privi.co.in	Nil	Nil	Nil	NIL	NIL	NIL
Investors (other than shareholders)	Yes: The organization has grievance policy in place wherein the aggrieved investor can write at investors@privi.co.in	Nil	Nil	Nil	NIL	NIL	NIL
Shareholders	Yes: A SEBI specified mechanism is in place and the concerned can write their concerns to Audit Committee: pbarpande@gmail.com	4	Nil	Nil	NIL	NIL	NIL

**<sup>4</sup>SDG Targets**

**SDG: 8.1** Sustain per capita economic growth in accordance with national circumstances &, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries

**SDG: 9.1** Develop quality, reliable, sustainable & resilient infrastructure, including regional & transborder infrastructure, to support economic development & human well-being, with a focus on affordable & equitable access for all

**SDG 9.5** Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation & substantially increasing the number of research & development workers per 1 million people & public & private research & development spending

**Aligned TCFD**

Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

Strategy disclosure – b) Describe the impact of climate-related risks & opportunities on the organization's businesses, strategy & financial planning.

**<sup>5</sup>SDG Targets**

**SDG: 16.6** Develop effective, accountable & transparent institutions at all levels.

**Aligned TCFD**

Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

Strategy disclosure – b) Describe the impact of climate-related risks & opportunities on the organization's businesses, strategy & financial planning.

Risk Management disclosure – a) Describe the organization's processes for identifying & assessing climate-related risks.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2022-23			FY 2021-22		
Employees and workers	Yes: The organization has mechanism, wherein the aggrieved person can report the concern to their HR	Nil	Nil	Nil	NIL	NIL	NIL
Customers	Yes, the organization has grievance mechanism in place, and the concerned aggrieved can raise their concern at info@privi.co.in	Nil	Nil	Nil	NIL	NIL	NIL
Value Chain Partners		Nil	Nil	Nil	NIL	NIL	NIL

\* Grievance redressal policy is a part of our HR manual and the same is available internally at <https://www.privico.com>

#### 24. Overview of the entity's material responsible business conduct issues<sup>6</sup> pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Management of the Legal and Regulatory Environment Compliances	Risk	The Chemical industry faces strict regulation governing air emissions, water discharge, chemical safety, and process safety, among other issues. Anticipating and adapting to regulatory developments, both in the short and long term, is a critical issue for the industry, as regulatory developments can significantly affect product demand, manufacturing costs, and brand value.	In order to mitigate the risk attached to Current and emerging regulations, the organization has EHS representatives responsible for each facility for understanding and reporting on local regulatory activity and they are responsible for all air permitting, air quality reporting, understanding, water permitting, wastewater quality reporting and ensuring the facility is ready for any new regulations. Organization also is an active participant in local industries associations where information related to change in regulation is being shared with members. Further, we manages this risk through assessments of potential risks and backup plans to continue production in the cases of disruptions to raw material sources, manufacturing sites, and even the distribution process.	Negative

#### <sup>6</sup>SDG Targets

**SDG: 8.5** By 2030, achieve full & productive employment & decent work for all women & men, including for young people & persons with disabilities, & equal pay for work of equal value 13.1 Strengthen resilience & adaptive capacity to climate related hazards & natural disasters in all countries

#### Aligned TCFD

Governance disclosure – b) Describe management's role in assessing & managing climate-related risks & opportunities.

Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

Strategy disclosure – b) Describe the impact of climate-related risks & opportunities on the organization's businesses, strategy & financial planning.

Risk Management disclosure – a) Describe the organization's processes for identifying & assessing climate-related risks.

Risk Management disclosure – b) Describe the organization's processes for managing climate-related risks

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Employee Health & Safety	Risk	Employees in chemicals manufacturing facilities face health and safety risks from exposure to heavy machinery, harmful substances, high temperatures and pressure, and electrical hazards, among others. Creating an effective safety culture is critical to proactively mitigate safety impacts, which could result in financial consequences, including higher healthcare costs, litigation, and work disruption.	The organization being Chemical industry has already identified the risk associated with the same and thereby has strict policy and guidelines regulating health and safety of its employees. Safety is one of the five core values of our organization & hence gets top management focus. The organization endeavors to maintain a safe work environment and promote a culture of safety thereby minimizing safety-related expenses and potentially improve productivity. The company also provides insurance facility to its employees as a compensating measure in case of any health hazard.	Negative
3.	Climatic Effects	Risk	There are high chances of production/ operational activities getting affected in case of extreme weather events such as cyclones and floods, heatwave etc. The company, having vast area coverage of its operations has two such manufacturing locations in India. One is Mahad plant (prone to heavy rains) and other is Jhagadia plant (prone to Cyclone/ dry climate), apart from this we have dedicated third party manufactures in two other states of India.	Organization has invested in electrical and instrumentation (for flood protection) and other critical facilities. In order to prevent impact of such scenario, company has implemented proactive measures to tackle flood related emergency and climate conditions. Further, we have covered such instances in our insurance policy. In addition to this, we have kept our third-party manufacturers ready as backup in case of emergency. The entire emergency response team of the organization was trained on handling flood emergency by the local National Disaster Management team.	Negative
4	GHG Emissions	Risk	Chemical manufacturing generates direct (Scope 1) greenhouse gas (GHG) emissions from the combustion of fossil fuels in manufacturing and cogeneration processes, as well as process emissions from the chemical transformation of feedstocks.	The organization with the legacy of responsible innovation, continues to develop ways in order to reduce emission. Since we proactively discloses its details related to emission via CDP and EcoVadis, it helps us innovate and better utilize our alternate means of energy which further helps us to reduce GHG emissions.	Negative
	GHG Emissions	Opportunity	Since the organization is ahead of the curve in researching reporting and reducing the fatal aspects of its emissions and effluents, it is able to better manage its hazardous waste and other waste with a visible positive impact on financial and non-financial aspects.	NA	Positive

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1.7 a. Whether your entity’s policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	No	No	Yes	No	No	No	Yes	Yes

**SDG Targets**

**SDG: 16.6** Develop effective, accountable & transparent institutions at all levels

**Aligned TCFD**

Governance disclosure – a) Describe the board’s oversight of climate-related risks & opportunities.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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c. Web Link of the Policies, if available

Web links for the policies are as mentioned below:

**Supplier code of conduct guidelines**

<https://www.privi.com/Downloads/Policies-PSCL/Supplier-Code-of-Conduct-guidelines.pdf> | P2, P3, P9

**Vigil Mechanism & Whistleblower Policy:**

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Vigil-Mechanism-Policy-V-1-1.pdf> | P1

**Risk Management Policy:** <https://www.privi.com/Downloads/Policies-PSCL/PSCL-Risk-Management-Policy--V-1-1.pdf> | P1, P2

**Policy on Related Party Transaction:**

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Policy-on-Related-Party-Transactions-V-1-1.pdf> | P1, P4, P7

**Policy on Determination of Material Subsidiary :**

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Policy-on-Material-Subsidiary.pdf> | P1

**Familiarization Programmer for Independent Directors**

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Directors-Familiarization-Programme.pdf> | P1

**Policy on Corporate Social Responsibility:**

[https://www.privi.com/Downloads/Policies-PSCL/PSCL-Corporate-Social-Responsibility-Policy-Ver\\_1\\_1.pdf](https://www.privi.com/Downloads/Policies-PSCL/PSCL-Corporate-Social-Responsibility-Policy-Ver_1_1.pdf) | P4, P8

**Policy on Code of Conduct**

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Code-of-Conduct.pdf> | P1

**Policy on Dividend Distribution Policy :**

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Dividend-Distribution-Policy.pdf> | P3, P4

**Policy on Determination of Materiality of Events :**

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Determination-of-Materiality-V-1-1.pdf> | P1, P4

**Policy on Nomination and Remuneration Policy:**

<https://www.privi.com/Downloads/Policies-PSCL/PSCL-Nomination-and-Remuneration-Policy.pdf> | P3, P4

**Policy on Integrated Management System Policy :**

[https://www.privi.com/Downloads/Policies-PSCL/IMS-policy-revised-13\\_08\\_2020.pdf](https://www.privi.com/Downloads/Policies-PSCL/IMS-policy-revised-13_08_2020.pdf) | P1, P3

**Terms and Conditions of Appointment of Independent Director :**

<https://www.privi.com/Downloads/Policies-PSCL/Terms-Conditions-of-Appointment-of-ID.pdf> | P1

Few of the companies' policies form the part of HR manual accessible to all employees which covers all the Principles of NGRBC.

2. Whether the entity has translated the policy into procedures. <sup>8</sup> (Yes / No)	Yes	Yes	Yes	No	Yes	No	Yes	No	Yes
3. Do the enlisted policies extend to your value chain partners? <sup>9</sup> (Yes/No)	Yes	Yes	Yes	No	Yes	No	Yes	No	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. <sup>10</sup>	Policies as mentioned above are based on Principles of NGRBC. Additionally, they are in conformity with the international certifications obtained by the organization viz.: ISO 9001:2015, ISO 14001:2015 (Environmental Management System (EMS)) and has a ISO 45001:2018 standard Certification Accredited by Bureau Veritas (Occupational Health & Safety Management System (OHSMS) for all Manufacturing Units in Mahad (constituting 90% of operating units) from Bureau Veritas & ISO 9001:2015 for its Jhagadia unit.								

<sup>8</sup> **Aligned TCFD**

Strategy disclosure – c) Describe the resilience of the entity's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.

<sup>9</sup> **Aligned TCFD**

Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

<sup>10</sup> **Aligned TCFD**

Risk Management disclosure – b) Describe the organization's processes for managing climate-related risks.

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.





Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any. <sup>11</sup>	The organization tries to endeavor its ESG journey by establishing a tangible data driven ESG strategy and sharing the progress with key stakeholders to show the ability to manage risks, remain profitable and operate responsibly.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. <sup>12</sup>									
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> ). <sup>13</sup>	Privi Speciality Chemicals Ltd. is committed to develop a suitable ESG framework for the organization. Being part of chemical industry, it is critical as well as challenging for us to keep our operations environmentally and socially sustainable. To address these challenges systematically and identify our most critical intervention areas, we strive to overcome hurdles in front of us.								
8. <b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b> <sup>14</sup>	Mr. R S Rajan, President rajan@privi.co.in								

**<sup>11</sup> SDG Targets**

**SDG: 5.5** Ensure women's full & effective participation & equal opportunities for leadership at all levels of decision making in political, economic & public life.

**SDG: 12.2** By 2030, achieve the sustainable management & efficient use of natural resources.

**SDG: 12.4** By 2030, achieve the environmentally sound management of chemicals & all wastes throughout their life cycle, in accordance with agreed international frameworks, & significantly reduce their release to air, water & soil in order to minimize their adverse impacts on human health & the environment.

**SDG: 12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling & reuse.

**Aligned TCFD**

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

**<sup>12</sup> Aligned TCFD**

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

**<sup>13</sup> SDG Targets**

**SDG: 5.5** Ensure women's full & effective participation & equal opportunities for leadership at all levels of decision making in political, economic & public life.

**SDG: 16.7** Ensure responsive, inclusive, participatory & representative decision-making at all levels.

**Aligned TCFD**

Governance disclosure – a) Describe the board's oversight of climate-related risks & opportunities.

Governance disclosure – b) Describe management's role in assessing & managing climate-related risks & opportunities.

Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

Strategy disclosure – c) Describe the resilience of the entity's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

**<sup>14</sup> SDG Targets**

**SDG: 12.2** By 2030, achieve the sustainable management & efficient use of natural resources

**Aligned TCFD**

Governance disclosure – a) Describe the board's oversight of climate-related risks & opportunities. Governance disclosure – b) Describe management's role in assessing & managing climate-related risks & opportunities. Risk Management disclosure – b) Describe the organization's processes for managing climate-related risks. Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. <sup>15</sup>	Sustainable development is at the core of the company's operation which is also outlined in the Environment, Health, and Safety practices. Company follows sound environmental management practices at its manufacturing unit to access and address potential environmental risks.								

10. Details of Review of NGRBCs by the Company.<sup>16</sup>:

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
Performance against Above policies and follow up action	Yes									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	No major non-compliance of material nature has been reported. Operational issues are being addressed on an 'ongoing basis' as and when identified. Each functional head monitors and ensures compliance applicable to their respective functions									Quarterly/ Annually wherever applicable.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? <sup>17</sup> (Yes/No). If yes, provide name of the agency.	In addition to periodic internal evaluation at Board and Committee level assurances and comfort is sought by the organization on its policies/ procedures through periodic audits by external agencies. For the purpose of this report through an extensive exercise, assessment of operationalization and effectiveness of policies mentioned in this section, is done by Dhir and Dhir Associates, a Law Firm.								
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: <sup>18</sup>									
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									

<sup>15</sup> **SDG Targets**

**SDG: 12.2** By 2030, achieve the sustainable management & efficient use of natural resources

<sup>16</sup> **Aligned TCFD**

Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

Strategy disclosure – b) Describe the impact of climate-related risks & opportunities on the organization's businesses, strategy & financial planning.

<sup>17</sup> **Aligned TCFD**

Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

<sup>18</sup> **Aligned TCFD**

Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

Strategy disclosure – c) Describe the resilience of the entity's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Risk Management disclosure – a) Describe the organization's processes for identifying & assessing climate-related risks.

Risk Management disclosure – b) Describe the organization's processes for managing climate-related risks

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

**SDG's aligned**

**Essential Indicators****1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:<sup>19</sup>**

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 programmes
Board of Directors	4	Familiarization Programme	100%
Key Managerial Personnel	1	POSH Awareness	60%
Employees other than BoD and KMPs	174	– HRMS Software training	100%
Workers	103	– Safety Training	
		– SAP Training	
		– Plant Process/ Engineering Process	
		– Disaster Management & Emergency Preparedness	
		– Fire Safety Training	
		– POSH Awareness	
		– ETI Base Code	
		– Competency/ Leadership	
		– Risk Assessment	
		– Privi Values	
		– Business Ethics & Code of Conduct	
		– Sustainability	
		– Town Hall	
		– Induction	
		– Employee Wellbeing and Health Awareness	
		– IMS (Integrated Management System) Awareness	

<sup>19</sup>**SDG Targets**

**SDG: 16.3** Promote the rule of law at the national & international levels & ensure equal access to justice for all.

**SDG: 16.7** Ensure responsive, inclusive, participatory & representative decision-making at all levels.

**Aligned TCFD**

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)<sup>20</sup>

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Monetary</b>					
Penalty/Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding Fee	Nil	Nil	Nil	Nil	Nil
<b>Non-Monetary</b>					
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.<sup>21</sup>

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Nil	Nil

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.<sup>22</sup>

Yes, the organization strongly supports transparency and openness within the organization and thereby has in place Anti-Corruption and Anti-bribery (ABAC) policy. The organization aims at detection and prevention of fraud, bribery, and all other corrupt business practices and thereby the policy applies to every individual working or is directly or indirectly associated with the organization.

The organization also has Vigil Mechanism & Whistleblower Policy in place providing adequate safeguards against victimization of employees who avail of the mechanism. No personnel of the Company have been denied access to the Chairperson of the Audit Committee.

The organization's ABAC policy is the part of HR manual and Vigil Mechanism & Whistleblower Policy as adopted by the Company is available on the Company's website at <https://www.privi.com/investor-relations/corporate-governance/company-policies>.

#### <sup>20</sup> Aligned TCFD

Governance disclosure – a) Describe the board's oversight of climate-related risks & opportunities. Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

#### <sup>21</sup> Aligned TCFD

Governance disclosure – a) Describe the board's oversight of climate-related risks & opportunities. Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term. Strategy disclosure – b) Describe the impact of climate-related risks & opportunities on the organization's businesses, strategy & financial planning. Strategy disclosure – c) Describe the resilience of the entity's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

#### <sup>22</sup> SDG Target

**SDG: 16.5** Substantially reduce corruption & bribery in all their forms

#### Aligned TCFD

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.





**5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption: <sup>23</sup>**

	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

**6. Details of complaints with regard to conflict of interest: <sup>24</sup>**

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil	Nil	Nil	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	NIL

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. <sup>25</sup>**

The organization has requisite ABAC policy in place the same is reviewed periodically, and corrective actions are taken if and when required. However, since there was no such instance reported, no corrective actions were taken.

**<sup>23</sup> SDG Target**

**SDG: 16.5** Substantially reduce corruption & bribery in all their forms

**<sup>24</sup> SDG Target**

**SDG: 16.6** Develop effective, accountable & transparent institutions at all levels

**Aligned TCFD**

Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

**<sup>25</sup> SDG Target**

**SDG: 16.5** Substantially reduce corruption & bribery in all their forms

**Aligned TCFD**

Strategy disclosure – c) Describe the resilience of the entity's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

**Leadership Indicators**

**1. Awareness programs conducted for value chain partners on any of the Principles during the financial year: <sup>26</sup>**

Total number of awareness programs held	Topic/principles covered under the training	% age of value chain partners covered ( by value of business done with such partners) under the awareness programs
2	<ul style="list-style-type: none"> <li>- Road Safety</li> <li>- Product Sustainability (Brand awareness)</li> <li>- Supplier Code of Conduct</li> <li>- Health and safety</li> </ul>	80%

**2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? <sup>27</sup> (Yes/No) If yes, provide details of the same.**

Yes, the organization has set procedures and has formulated a code of conduct to avoid/manage conflict of interest. In addition to annual disclosure obtained from Board on entities/ transaction in which they are interested, company also has a Policy on related party transaction, which regulates transactions with related parties and ensures transparency between them.



Privi being an active contributor towards environment, labour and human rights has participated in the survey during the Financial Year, and has scored as 62% (83rd Percentile).

Parameters	Scores Obtained (Out of 100)
Environment	70
Labour and Human Rights	60
Ethics	50
Sustainable Procurement	60
Overall Score	62

Ecovadis is a company that provides sustainability ratings and assessments of companies across various industries. It is now turning towards the global standard sustainability management platform for trading partners to be rated and monitored on their sustainability performance, while driving continuous improvement.

<sup>26</sup> **SDG Target**

**SDG: 16.7** Ensure responsive, inclusive, participatory & representative decision-making at all levels

**Aligned TCFD**

Risk Management disclosure – a) Describe the organization’s processes for identifying & assessing climate-related risks. Risk Management disclosure – b) Describe the organization’s processes for managing climate-related risks

<sup>27</sup> **Aligned TCFD**

Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

Strategy disclosure – b) Describe the impact of climate-related risks & opportunities on the organization’s businesses, strategy & financial planning.

Risk Management disclosure – a) Describe the organization’s processes for identifying & assessing climate-related risks.

Risk Management disclosure – b) Describe the organization’s processes for managing climate-related risks.

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization’s overall risk management.

**PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe****SDG's aligned****Essential Indicators****1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively. <sup>28</sup>**

	FY 2022-23	FY 2021-22 (In Lakhs)	Details of improvements in the environmental and social impacts
<b>R&amp;D</b>	CWIP	₹ 651.70	During the reporting year the organization has spent and capitalized an amount of ₹ 6,54,19,643 on various initiatives related to sustainability activities. The amount spent includes setting up 72 KLD Multiple Effective Evaporator (MEE) Plant with ATFD for treatment of liquid effluents, the Company have also invested in RO Plant which shall enable to reuse the treated water.  Furthermore, the Company also has started its initiative in Solar Panel generation of electricity for its Unit 10 located at Mahad and it is expected to be commissioned and utilized by end of Q1 of 23-24. The amount spent is approximately ₹ 2.28 crores and is reflected in the Capital Work in Progress (CWIP) in the financials of FY 2022-23. The Company is also forming a Special Purpose Vehicle Company (SPV) for generating Electricity using Solar energy which shall help in about 25% of its electricity requirements for its Unit 2 located at Mahad. This SPV is expected to commence its operations by end of Q2 of 23-24. Apart from this the Company has also embarked upon engaging and building up a Zero Liquid Discharge facility for all its manufacturing units at Mahad. The Company has spent approximately ₹15.50 crores and the same is appearing as CWIP in the financials of FY 2022-23.
<b>Capex</b>	CWIP	₹ 590.16	

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

Yes, the organization recognizes its responsibility towards minimizing impact on human health, environment and community. We have a sustainable sourcing policy in place wherein it intends to procure materials, products or services in a manner that integrates fiscal responsibility, social equity and environmental stewardship.

**b. If yes, what percentage of inputs were sourced sustainably?<sup>29</sup>**

The organization incurs 90% (inputs to total inputs by value) is being procured from sustainable sources.

**<sup>28</sup> Aligned TCFD**

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

**<sup>29</sup> SDG Target**

**SDG: 5.2** Eliminate all forms of violence against all women & girls in the public & private spheres, including trafficking & sexual & other types of exploitation

**Aligned TCFD**

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management. Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

The organization does not reclaim product, since all the wastes generated are disposed off scientifically to the authorized vendors certified by the Pollution Control Board.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.<sup>30</sup>**

No. Considering nature of operations, EPR is not applicable to us. We do not collect plastics /packing materials generated during our production process. All wastes are disposed-off scientifically to the authorized vendors certified by the Pollution Control Board.

#### Leadership Indicators

**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?<sup>31</sup>**

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
20119	Aroma Chemicals	100%	Cradle to grave	Yes	Yes, the results are shared with statutory Authorities like MOEF

**2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.<sup>32</sup>**

Name of Product/ Service	Description of the risk/ concern	Action Taken
All Products	Since all the products of the organization are biodegradable, no major risk anticipated	Nil

#### <sup>30</sup> Aligned TCFD

Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

Strategy disclosure – c) Describe the resilience of the entity's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Risk Management disclosure – b) Describe the organization's processes for managing climate-related risks.

#### <sup>31</sup> SDG Target

**SDG: 12.4** By 2030, achieve the environmentally sound management of chemicals & all wastes throughout their life cycle, in accordance with agreed international frameworks, & significantly reduce their release to air, water & soil in order to minimize their adverse impacts on human health & the environment.

#### Aligned TCFD

Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

#### <sup>32</sup> SDG Target

**SDG: 3.9** By 2030, substantially reduce the number of deaths & illnesses from hazardous chemicals & air, water & soil pollution & contamination.

**SDG: 6.3** By 2030, improve water quality by reducing pollution, eliminating dumping & minimizing release of hazardous chemicals & materials, halving the proportion of untreated wastewater & substantially increasing recycling & safe reuse globally

**SDG: 8.4** Improve progressively, through 2030, global resource efficiency in consumption & production & endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption & Production, with developed countries taking the lead

**SDG: 11.6** By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality & municipal & other waste management

**SDG: 12.4** By 2030, achieve the environmentally sound management of chemicals & all wastes throughout their life cycle, in accordance with agreed international frameworks, & significantly reduce their release to air, water & soil in order to minimize their adverse impacts on human health & the environment

#### Aligned TCFD

Risk Management disclosure – a) Describe the organization's processes for identifying & assessing climate-related risks.

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.





3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
	Nil	Nil

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous Waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category
Nil	Nil

\* Since the organization disposes off all the packaging material and since our products are bio-degradable we do not reclaim product and their packaging material.

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

SDG's aligned



Essential Indicators

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

	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	501	501	100.00%	501	100.00%	Nil	Nil	Nil	Nil	Nil	Nil
Female	41	41	100.00%	41	100.00%	41	100.00%	Nil	Nil	Nil	Nil
Total	542	542	100.00%	542	100.00%	41	100.00%	Nil	Nil	Nil	Nil
<b>Other than Permanent Employees</b>											
Male	114	114	100.00%	114	100.00%	Nil	Nil	Nil	Nil	Nil	Nil
Female	16	16	100.00%	16	100.00%	16	100.00%	Nil	Nil	Nil	Nil
Total	130	130	100.00%	130	100.00%	16	100.00%	Nil	Nil	Nil	Nil

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

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
<b>Permanent Employees</b>											
Male	338	169	50.00%	169	50.00%	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	338	169	50.00%	169	50.00%	Nil	Nil	Nil	Nil	Nil	Nil
<b>Other than Permanent Employees</b>											
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

**2. Details of retirement benefits, for Current FY and Previous Financial Year.<sup>33</sup>**

Benefits	FY 2022-23			FY 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.)
PF	100.00%	100.00%	Y	100.00%	100.00%	Y
Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
ESI	9.27%	0.59%	Y	5.76%	0.58%	Y

**3. Accessibility of workplaces**

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

Yes, the organization with the intention of promoting a culture of diversity and inclusion for all at its workplace, has enabled premises accessible to differently abled employees and workers as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes, the organization strongly promotes equal work opportunity for all and is thereby committed to provide environment that aims at creating a harmonious workplace through supportive work life policies for employees and a culture that creates a sense of belonging such that all employees can achieve their full potential, and thereby the organization has Anti-Discrimination and Equal Opportunity Policy as the part of their HR manual.

<sup>33</sup> Aligned TCFD

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.  
Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.



**5. Return to work and retention rates of permanent employees and workers that took parental leave.<sup>34</sup>**

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Nil	Nil	Nil	Nil
Female	3.00	100.00%	Nil	Nil
Total	3.00	100.00%	Nil	Nil

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?<sup>35</sup>  
If yes, give details of the mechanism in brief.**

	Yes/ No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

**7. Membership of employees and worker in Association(s) or Unions recognized by the listed entity:<sup>36</sup>**

Category	FY 2022-23			FY 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)
<b>Total Permanent Employees</b>	542	Nil	Nil	555	Nil	Nil
<b>Male</b>	501	Nil	Nil	514	Nil	Nil
<b>Female</b>	41	Nil	Nil	41	Nil	Nil
<b>Total Permanent Worker</b>	169	169	100.00%	170	170	100.00%
<b>Male</b>	169	169	100.00%	170	170	100.00%
<b>Female</b>	Nil	Nil	Nil	Nil	Nil	Nil

**<sup>34</sup>SDG Target**

**SDG: 5.1** End all forms of discrimination against all women & girls everywhere

**SDG: 5.4** Recognize & value unpaid care & domestic work through the provision of public services, infrastructure & social protection policies & the promotion of shared responsibility within the household & the family as nationally appropriate

**SDG: 8.5** By 2030, achieve full & productive employment & decent work for all women & men, including for young people & persons with disabilities, & equal pay for work of equal value

**SDG: 8.6** By 2030, substantially reduce the proportion of youth not in employment, education or training

**<sup>35</sup>SDG Target**

SDG: 16.6 Develop effective, accountable & transparent institutions at all levels

**<sup>36</sup>SDG Targets**

SDG: 8.8 Protect labour rights & promote safe & secure working environments for all workers, including migrant workers, in particular women migrants, & those in precarious employment

8. Details of training given to employees and workers:<sup>37</sup>

	FY 2022-23					FY 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>										
Male	501	501	100.00%	175	34.93%	514	514	100.00%	129	25.10%
Female	41	41	100.00%	13	31.71%	41	41	100.00%	9	21.95%
<b>Total</b>	<b>542</b>	<b>542</b>	<b>100.00%</b>	<b>188</b>	<b>34.69%</b>	<b>555</b>	<b>555</b>	<b>100.00%</b>	<b>138</b>	<b>24.86%</b>
<b>Workers</b>										
Male	169	169	100.00%	23	13.61%	170	170	100.00%	11	6.47%
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>169</b>	<b>169</b>	<b>100.00%</b>	<b>23</b>	<b>13.61%</b>	<b>170</b>	<b>170</b>	<b>100.00%</b>	<b>11</b>	<b>6.47%</b>

9. Details of performance and career development reviews of employees and worker:<sup>38</sup>

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	501	501	100.00%	514	514	100.00%
Female	41	41	100.00%	41	41	100.00%
<b>Total</b>	<b>542</b>	<b>542</b>	<b>100.00%</b>	<b>555</b>	<b>555</b>	<b>100.00%</b>
<b>Workers</b>						
Male	169	169	100.00%	170	170	100.00%
Female	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>169</b>	<b>169</b>	<b>100.00%</b>	<b>170</b>	<b>170</b>	<b>100.00%</b>

<sup>37</sup> SDG Targets

- SDG: 4.3** By 2030, ensure equal access for all women & men to affordable & quality technical, vocational & tertiary education, including university
- SDG: 5.1** End all forms of discrimination against all women & girls everywhere
- SDG: 8.2** Achieve higher levels of economic productivity through diversification/technological upgrading/innovation, including through focus on high-value added & labour-intensive sectors
- SDG: 8.5** By 2030, achieve full & productive employment & decent work for all women & men, including for young people & persons with disabilities, & equal pay for work of equal value
- SDG: 10.3** Ensure equal opportunity & reduce inequalities of outcome, including by eliminating discriminatory laws, policies & practices & promoting appropriate legislation, policies & action in this regard.

<sup>38</sup> SDG Targets

- SDG: 4.3** By 2030, ensure equal access for all women & men to affordable & quality technical, vocational & tertiary education, including university
- SDG: 5.1** End all forms of discrimination against all women & girls everywhere
- SDG: 8.5** By 2030, achieve full & productive employment & decent work for all women & men, including for young people & persons with disabilities, & equal pay for work of equal value
- SDG: 10.3** Ensure equal opportunity & reduce inequalities of outcome, including by eliminating discriminatory laws, policies & practices & promoting appropriate legislation, policies & action in this regard



**10. Health and safety management system:<sup>39</sup>**

**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, the organization has occupational safety and health policy in place that sets up a system which deals with the prevention of injuries and illnesses related to work, as well as the protection and improvement of the health of workers. It further aims to improve the working conditions and the surrounding environment. Occupational health further includes promoting and maintaining the highest degree of physical and mental health and social well-being of workers in all professions.

Organization is certified ISO 45001:2018 standard Certification Accredited by Bureau Veritas (Occupational Health & Safety Management System (OHSMS) for all Manufacturing Units in Mahad from Bureau Veritas. All work related hazards identified through various risk assessment tools, mitigation measures are taken with advance solutions.

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

The organization follows various measures to identify work-related hazards

- Hazard identification and risk assessment checklists are used to assess the work related hazard and to evaluate risk with mitigation measures. All routine and non-routine activities are covered under this tool.
- Risk assessment of new process is evaluated through HAZOP study and before start up / commissioning of any activity of process/ equipment, we conduct Pre-start up Safety Review (PSSR).
- Job Safety Analysis is conducted for critical hot work, lifting work etc.

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

Yes, the organization aims to work towards the safety of its employees/ workers, and thereby has proper mechanism to report work-related hazards, wherein workers report work related hazards through BBS (Behavior Based Safety Observation) forms, during departmental safety meetings and in the central safety committee meeting. All these hazards are then analyzed and mitigation measures are taken to eliminate/control risk at shop floor.

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

Yes, the organization is committed for protecting health & safety of its employee by taking following measures,

1. Periodic onsite and offsite health checkups are conducted;
2. Creating awareness through programs like that of Stress Management, Office Ergonomics, Health Talks;
3. Arranging vaccination camps during epidemic/pandemic such as Covid-19, Swine Flu etc;
4. Organizing blood donation camps at various office locations;
5. Doctors are onboard for free health consultation to employees;
6. Bearing medical expenses of employees/ worker in case of on-duty employee's/ worker's medical emergency and financial assistant to employee/ worker in case of critical medical cases.

<sup>39</sup> SDG Target

**SDG: 3.3** By 2030, end the epidemics of AIDS, tuberculosis, malaria & neglected tropical diseases & combat hepatitis, water-borne diseases & other communicable diseases

**SDG: 3.5** Strengthen the prevention & treatment of substance abuse, including narcotic drug abuse & harmful use of alcohol

**SDG: 3.8** Achieve universal health coverage, including financial risk protection, access to quality essential health-care services & access to safe, effective, quality & affordable essential medicines & vaccines for all

**SDG: 16.7** Ensure responsive, inclusive, participatory & representative decision-making at all levels

**11. Details of safety related incidents, in the following format:<sup>40</sup>**

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	3
	Workers	12	11
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

**12. Describe the measures taken by the entity to ensure a safe and healthy work place.<sup>41</sup>**

The organization has a firm policy for maintaining employee's safety and health at work place. Following are a few steps/initiatives taken by the entity:

- All workers are trained in health and safety aspects,
- Personal Protective Equipment's are provided to workers, and trainings are provided on its usage,
- Hazards at workplace are identified and control measures are taken to eliminate risks associated with it,
- Closed system are used for transfer of material and mechanical aids are used to reduce human intervention,
- Work permit system is implemented for all non-routine activities.

**13. Number of Complaints on the following made by employees and workers:<sup>42</sup>**

	FY 2022-23			FY 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>Working Conditions</b>	Nil	Nil	Nil	Nil	Nil	Nil
<b>Health &amp; Safety</b>	Nil	Nil	Nil	Nil	Nil	Nil

**<sup>40</sup> SDG Targets**

**SDG: 3.3** By 2030, end the epidemics of AIDS, tuberculosis, malaria & neglected tropical diseases & combat hepatitis, water-borne diseases & other communicable diseases

**SDG: 3.4** By 2030, reduce by one third premature mortality from non-communicable diseases through prevention & treatment & promote mental health & well-being

**SDG: 3.6** By 2030, halve the number of global deaths & injuries from road traffic accidents

**SDG: 3.9** By 2030, substantially reduce the number of deaths & illnesses from hazardous chemicals & air, water & soil pollution & contamination

**SDG: 8.8** Protect labour rights & promote safe & secure working environments for all workers, including migrant workers, in particular women migrants, & those in precarious employment

**SDG: 16.1** Significantly reduce all forms of violence & related death rates everywhere

**<sup>41</sup> SDG Target**

**SDG: 3.6** By 2030, halve the number of global deaths & injuries from road traffic accidents

**SDG: 8.8** Protect labour rights & promote safe & secure working environments for all workers, including migrant workers, in particular women migrants, & those in precarious employment

**SDG: 16.1** Significantly reduce all forms of violence & related death rates everywhere

**Aligned TCFD**

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.

**<sup>42</sup> SDG Targets**

**SDG: 16.6** Develop effective, accountable & transparent institutions at all levels





14. Assessments for the year:<sup>43</sup>

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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.<sup>44</sup>

The organization takes active participation in maintaining health and safety practices at workplace. All Corrective and Preventive Actions (CAPA), significant risk and concerns arising from the assessment are well taken and all recommendations are covered under time bound action plan. Further, organization also follows certain regular practices such as:

- All actions compliance levels are tracked, and their statuses are discussed during daily meetings and in departmental safety meetings.
- All actions are characterized by engineering control, administrative controls and are effectively implemented.
- We have also implemented ISO 45001(OSHA) to assure safe and healthful conditions for workers by setting and enforcing standards and providing training, outreach, education and compliance assistance.

**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).<sup>45</sup>

Yes, the organization is committed to take care of its employees and are therefore covered under Term Life insurance policy and workers under workman compensation policy.

Also, all employee and workers covered under Personal Accident policy.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The organization takes proper measures and monitors whether statutory dues have been deducted and deposited by the value chain partners through checklists which is followed by HR department and through periodic audits by various internal and external audit agencies.

<sup>43</sup> Aligned TCFD

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization’s overall risk management.

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

<sup>44</sup> SDG Targets

SDG: 8.8 Protect labour rights & promote safe & secure working environments for all workers, including migrant workers, in particular women migrants, & those in precarious employment

Aligned TCFD

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization’s overall risk management

<sup>45</sup> SDG Targets

SDG: 5.4 Recognize & value unpaid care & domestic work through the provision of public services, infrastructure & social protection policies & the promotion of shared responsibility within the household & the family as nationally appropriate

SDG: 8.5 By 2030, achieve full & productive employment & decent work for all women & men, including for young people & persons with disabilities, & equal pay for work of equal value

**3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:<sup>46</sup>**

	Total no. of affected employees/ workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
<b>Employees</b>	Nil	Nil	Nil	Nil
<b>Workers</b>	Nil	Nil	Nil	Nil

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?<sup>47</sup> (Yes/ No)**

Yes, the entity provides transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

**5. Details on assessment of value chain partners:<sup>48</sup>**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	90%
Working Conditions	90%

**6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.<sup>49</sup>**

The organization conducts regular assessments of health and safety practices and working conditions, however, during the reporting period no concerns/ risk were reported.

**<sup>46</sup> Aligned TCFD**

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

**<sup>47</sup> SDG Targets**

**SDG: 4.3** By 2030, ensure equal access for all women & men to affordable & quality technical, vocational & tertiary education, including university. 8.5 By 2030, achieve full & productive employment & decent work for all women & men, including for young people & persons with disabilities, & equal pay for work of equal value

**SDG: 10.3** Ensure equal opportunity & reduce inequalities of outcome, including by eliminating discriminatory laws, policies & practices & promoting appropriate legislation, policies & action in this regard

**<sup>48</sup> SDG Target**

**SDG: 5.2** Eliminate all forms of violence against all women & girls in the public & private spheres, including trafficking & sexual & other types of exploitation

**SDG: 8.8** Protect labour rights, promote safe & secure working environments for all workers, including migrant workers, in particular women migrants, & those in precarious employment

**SDG: 16.1** Significantly reduce all forms of violence & related death rates everywhere

**Aligned TCFD**

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.

Metrics & Targets disclosure – a) Describe the metrics used by entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

**<sup>49</sup> SDG Target**

**SDG: 5.2** Eliminate all forms of violence against all women & girls in the public & private spheres, including trafficking & sexual & other types of exploitation

**SDG: 8.8** Protect labour rights & promote safe & secure working environments for all workers, including migrant workers, in particular women migrants, & those in precarious employment

**SDG: 16.1** Significantly reduce all forms of violence & related death rates everywhere

**Aligned TCFD**

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.



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

**SDG's aligned**



**Essential Indicators**

**1. Describe the processes for identifying key stakeholder groups of the entity.<sup>50</sup>**

The organization has identified respective Internal and External group of Stakeholders. Currently the Stakeholders who have immediate impact on the operations and working of the Company include Employees and workers, Shareholders, Customers, Suppliers, Communities, Statutory Authorities.

**2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.<sup>51</sup>**

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> <li>✓ Communication with VP's,</li> <li>✓ Goal setting and performance appraisal meetings/review,</li> <li>✓ Exit interviews,</li> <li>✓ Union meetings,</li> <li>✓ Wellness initiatives,</li> <li>✓ Engagement activities,</li> <li>✓ Email,</li> <li>✓ Intranet,</li> <li>✓ Website,</li> <li>✓ Training programs,</li> <li>✓ Circulars, publications, newsletter</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>✓ Operational efficiencies,</li> <li>✓ Company Strategy,</li> <li>✓ Healthy working environment,</li> <li>✓ Improvement areas,</li> <li>✓ Career enhancement,</li> <li>✓ Succession planning,</li> <li>✓ Long-term strategy plans, training and awareness,</li> <li>✓ Responsible marketing,</li> <li>✓ Brand communication,</li> <li>✓ Health, safety and engagement initiatives.</li> </ul>

<sup>50</sup> **SDG Target**

**SDG: 16.7** Ensure responsive, inclusive, participatory & representative decision-making at all levels

**Aligned TCFD**

Governance disclosure – a) Describe the board's oversight of climate-related risks & opportunities.

Governance disclosure – b) Describe management's role in assessing & managing climate-related risks & opportunities.

Risk Management disclosure – a) Describe the organization's processes for identifying & assessing climate-related risks.

Risk Management disclosure – b) Describe the organization's processes for managing climate-related risks

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.

<sup>51</sup> **SDG Target**

**SDG: 16.7** Ensure responsive, inclusive, participatory & representative decision-making at all levels

**Aligned TCFD**

Governance disclosure – a) Describe the board's oversight of climate-related risks & opportunities.

Governance disclosure – b) Describe management's role in assessing & managing climate-related risks & opportunities.

Risk Management disclosure – a) Describe the organization's processes for identifying & assessing climate-related risks.

Risk Management disclosure – b) Describe the organization's processes for managing climate-related risks. Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> <li>✓ General Meetings,</li> <li>✓ Shareholder meets,</li> <li>✓ Email,</li> <li>✓ Stock Exchange (SE) intimations,</li> <li>✓ Investor / analysts meet / conference calls,</li> <li>✓ Annual report,</li> <li>✓ Quarterly results,</li> <li>✓ Media releases,</li> <li>✓ Company / SE website</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>✓ Profitability and financial stability,</li> <li>✓ Growth prospects,</li> <li>✓ Information update,</li> <li>✓ ESG practices,</li> <li>✓ Share price appreciation/ depreciation, Dividend</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>✓ Website,</li> <li>✓ Customer meets,</li> <li>✓ Customer plant visits,</li> <li>✓ Focussed group discussion,</li> <li>✓ Trade body membership,</li> <li>✓ Complaints management,</li> <li>✓ Email,</li> <li>✓ Helpdesk,</li> <li>✓ Conferences,</li> <li>✓ Business Development meetings with key customers, satisfaction Survey</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>✓ Product compendium,</li> <li>✓ Quality and availability</li> <li>✓ Responsiveness to needs,</li> <li>✓ After sales service,</li> <li>✓ Responsible guidelines/ manufacturing,</li> <li>✓ Company's Sustainability disclosures,</li> <li>✓ Life cycle assessment</li> </ul>
Suppliers/ Vendors	No	<ul style="list-style-type: none"> <li>✓ Website,</li> <li>✓ Vendor Assessment/ Onsite Audit,</li> <li>✓ Suppliers Meet, Prequalification / vetting,</li> <li>✓ Trade Association Meets/ Seminar,</li> <li>✓ Exhibitions, contract management/review</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>✓ Quality,</li> <li>✓ Timely delivery and payments,</li> <li>✓ ESG consideration (sustainability, safety checks, compliances, ethical behaviour),</li> <li>✓ ISO and OHSAS standards</li> <li>✓ Supplier Code of Conduct guidelines</li> </ul>
Communities	No	<ul style="list-style-type: none"> <li>✓ Meets (of community / local authority and town council / committee / location head),</li> <li>✓ Community visits and projects,</li> <li>✓ Partnership with local charities,</li> <li>✓ Volunteerism, seminars / conferences</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>✓ Waste management,</li> <li>✓ Pure drinking Water System,</li> <li>✓ Climate change impacts</li> <li>✓ Community development</li> <li>✓ Sustainability,</li> <li>✓ Livelihood support,</li> <li>✓ Disaster management training,</li> <li>✓ Support of the United Nations Sustainable Development Goals (UN SDGs) building capacity of future leaders, ecosystem development</li> </ul>



Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Statutory Authorities	No	<ul style="list-style-type: none"> <li>✓ Meetings with local / state/ national government and ministries,</li> <li>✓ Seminars,</li> <li>✓ Media releases,</li> <li>✓ Circulars,</li> <li>✓ Membership in local enterprise partnership and industry bodies (CHEMEXCIL, FICCI, FAFAI, IFRA, MMA)</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>✓ ESG practices (climate change roadmap, Carbon footprint, frameworks for sustainability, changes in regulatory frameworks, skill and capacity building, employment, environmental measures),</li> <li>✓ Advocacy policy,</li> <li>✓ Timely contribution to exchequer/ local infrastructure, proactive engagement</li> </ul>

**Leadership Indicators**

**1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.<sup>52</sup>**

The organization has a set procedure wherein, the management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, etc. The organization has stakeholder relationship committee that updates the progress on the actions to the Management and takes inputs periodically on a quarterly basis.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.<sup>53</sup>**

Yes, the organization engages through various interactive sessions with its stakeholders like that of talk forums, meetings, customer meets and many others, so as to identify and prioritize the issues pertaining to economic, environmental and social topics. Since this is an evolving process the suggestions by the stakeholders are filtered through Board processes made by policies/ SoP.

<sup>52</sup> **SDG Target**

**SDG: 16.7** Ensure responsive, inclusive, participatory & representative decision-making at all levels

**Aligned TCFD**

Governance disclosure – a) Describe the board’s oversight of climate-related risks & opportunities.

Governance disclosure – b) Describe management’s role in assessing & managing climate-related risks & opportunities.

Risk Management disclosure – a) Describe the organization’s processes for identifying & assessing climate-related risks.

Risk Management disclosure – b) Describe the organization’s processes for managing climate-related risks

<sup>53</sup> **Aligned TCFD**

Risk Management disclosure – a) Describe the organization’s processes for identifying & assessing climate-related risks.

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization’s overall risk management.

### 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.<sup>54</sup>

The organization currently do not have any such instance, however the organization has different forums for dealing with the concerns of the relevant stakeholders from marginalized groups.

#### PRINCIPLE 5: Businesses should respect and promote human rights

##### SDG's aligned



#### Essential Indicators

### 1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:<sup>55</sup>

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	542	542	100.00%	555	555	100.00%
Other than permanent	130	130	100.00%	129	129	100.00%
<b>Total Employees</b>	<b>672</b>	<b>672</b>	<b>100.00%</b>	<b>684</b>	<b>684</b>	<b>100.00%</b>
<b>Workers</b>						
Permanent	169	169	100.00%	170	170	100.00%
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total Workers</b>	<b>169</b>	<b>169</b>	<b>100.00%</b>	<b>170</b>	<b>170</b>	<b>100.00%</b>

##### <sup>54</sup> Target SDG

**SDG: 16.7** Ensure responsive, inclusive, participatory & representative decision-making at all levels

##### Aligned TCFD

Governance disclosure – a) Describe the board's oversight of climate-related risks & opportunities.

Governance disclosure – b) Describe management's role in assessing & managing climate-related risks & opportunities.

Risk Management disclosure – a) Describe the organization's processes for identifying & assessing climate-related risks.

Risk Management disclosure – b) Describe the organization's processes for managing climate-related risks

##### <sup>55</sup> SDG Target

**SDG: 4.3** By 2030, ensure equal access for all women & men to affordable & quality technical, vocational & tertiary education, including university

**SDG: 8.5** By 2030, achieve full & productive employment & decent work for all women & men, including for young people & persons with disabilities, & equal pay for work of equal value

**SDG: 8.8** Protect labour rights & promote safe & secure working environments for all workers, including migrant workers, in particular women migrants, & those in precarious employment

**SDG: 10.3** Ensure equal opportunity & reduce inequalities of outcome, including by eliminating discriminatory laws, policies & practices & promoting appropriate legislation, policies & action in this regard

**SDG: 16.5** Substantially reduce corruption & bribery in all their forms

**SDG: 16.7** Ensure responsive, inclusive, participatory & representative decision-making at all levels





2. Details of minimum wages paid to employees and workers, in the following format:<sup>56</sup>

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	542	Nil	Nil	542	100.00%	555	Nil	Nil	555	100.00%
Male	501	Nil	Nil	501	100.00%	514	Nil	Nil	514	100.00%
Female	41	Nil	Nil	41	100.00%	41	Nil	Nil	41	100.00%
Other than Permanent	130	Nil	Nil	130	100.00%	129	Nil	Nil	129	100.00%
Male	114	Nil	Nil	114	100.00%	117	Nil	Nil	117	100.00%
Female	16	Nil	Nil	16	100.00%	12	Nil	Nil	12	100.00%
<b>Workers</b>										
Permanent	169	Nil	Nil	169	100.00%	170	Nil	Nil	170	100.00%
Male	169	Nil	Nil	169	100.00%	170	Nil	Nil	170	100.00%
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Other than Permanent	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

3. Details of remuneration/salary/wages, in the following format:<sup>57</sup>

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)	2	3,25,00,000	Nil	Nil
Key Managerial Personnel	2	57,06,605	1	5,00,000
Employees other than BoD and KMP	497	6,14,012	40	6,04,266
Workers	169	5,47,709	Nil	Nil

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 organization strongly believes that for the employees to be productive and conducive at work, a proper mechanism needs to be implemented and thereby the organization has framed grievance redressal policy addressing various concerns relating to human rights. The organization therefore has set up a grievance redressal committee for reporting such issues, consisting of senior officials of the organization.

<sup>56</sup> SDG Target

**SDG: 1.2** By 2030, reduce at least by half the proportion of men, women & children of all ages living in poverty in all its dimensions according to national definitions

**SDG: 5.1** End all forms of discrimination against all women & girls everywhere

**SDG: 8.5** By 2030, achieve full & productive employment & decent work for all women & men, including for young people & persons with disabilities, & equal pay for work of equal value

**SDG: 10.3** Ensure equal opportunity & reduce inequalities of outcome, including by eliminating discriminatory laws, policies & practices & promoting appropriate legislation, policies & action in this regard

<sup>57</sup> SDG Targets

**SDG: 16.7** Ensure responsive, inclusive, participatory & representative decision-making at all levels

**Aligned TCFD**

Governance disclosure – a) Describe the board's oversight of climate-related risks & opportunities.

## 5. Describe the internal mechanisms in place to redress grievances related to human rights issues<sup>58</sup>

The organization has in place a “Grievance Redressal Policy” with the objective to facilitate a culture where grievances are heard and resolved.

A senior officer is designated as grievance officer who is responsible for hearing the concerns and if the concerned is not satisfied then the committee can take further course of action.

## 6. Number of complaints on the following made by employees and workers:<sup>59</sup>

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other Human Rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

## 7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases<sup>60</sup>

The organization aims to provide its employees “Great Place to Work” and thereby has framed policies and procedures to keep a check on instances of discrimination and harassment. Further, the company takes necessary measures to protect the complainant employee’s identity confidential and ensures no harm to his/her employee.

## 8. Do human rights requirements form part of your business agreements and contracts?<sup>61</sup>

Yes, the organization lays huge emphasis on human rights and thereby in all its business agreement and contracts which the organization enters, relevant clauses related to observance of human rights are included.

### <sup>58</sup> SDG Target

**SDG: 16.6** Develop effective, accountable & transparent institutions at all levels

### <sup>59</sup> SDG Target

**SDG: 5.1** End all forms of discrimination against all women & girls everywhere

**SDG: 5.2** Eliminate all forms of violence against all women & girls in the public & private spheres, including trafficking & sexual & other types of exploitation

**SDG: 8.7** Take immediate & effective measures to eradicate forced labour, end modern slavery & human trafficking & secure the prohibition & elimination of the worst forms of child labour, including recruitment & use of child soldiers, & by 2025 end child labour in all its forms

**SDG: 8.8** Protect labour rights & promote safe & secure working environments for all workers, including migrant workers, in particular women migrants, & those in precarious employment

**SDG: 16.2** End abuse, exploitation, trafficking & all forms of violence against & torture of children

**SDG: 16.6** Develop effective, accountable & transparent institutions at all levels

### <sup>60</sup> SDG Target

**SDG: 16.6** Develop effective, accountable & transparent institutions at all levels

### <sup>61</sup> SDG Target

**SDG: 5.2** Eliminate all forms of violence against all women & girls in the public & private spheres, including trafficking & sexual & other types of exploitation

**SDG: 8.8** Protect labour rights & promote safe & secure working environments for all workers, including migrant workers, in particular women migrants, & those in precarious employment. 16.1 Significantly reduce all forms of violence & related death rates everywhere

**SDG: 16.7** Ensure responsive, inclusive, participatory & representative decision-making at all levels

### Aligned TCFD

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization’s overall risk management.



9. Assessments for the year:<sup>62</sup>

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	90%
Forced/involuntary labour	90%
Sexual Harassment	90%
Discrimination at workplace	90%
Wages	90%

Formal assessment has been done through SMETA Audit (SEDEX guidelines).

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

Not applicable, since no significant risks/ concerns arose from the assessment, and thereby no actions are required to be taken pursuant to the assessments done.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints<sup>63</sup>

The organization with the aim to keep its working environment great, has in place grievance redressal policy, applicable to all individuals associated with the organization.

However, the organization during the year have not identified any major issue relating to Human Rights violation, however, the policy is regularly been monitored and requisite modification are made as and when required.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Not Applicable, since during the reporting period no formal due-diligence was conducted.

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

Yes, the organization promotes a culture of diversity and inclusion for all at its workplace, and thereby has developed premises accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016.

<sup>62</sup> SDG Target

SDG: 5.2 Eliminate all forms of violence against all women & girls in the public & private spheres, including trafficking & sexual & other types of exploitation

SDG: 8.7 Take immediate & effective measures to eradicate forced labour, end modern slavery & human trafficking & secure the prohibition & elimination of the worst forms of child labour, including recruitment & use of child soldiers, & by 2025 end child labour in all its forms

SDG: 16.2 End abuse, exploitation, trafficking & all forms of violence against & torture of children

<sup>63</sup> SDG Targets

SDG: 16.6 Develop effective, accountable & transparent institutions at all levels

Aligned TCFD

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization’s overall risk management.

#### 4. Details on assessment of value chain partners:<sup>64</sup>

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	90%
Discrimination at workplace	90%
Child Labour	90%
Forced Labour / Involuntary Labour	90%
Wages	90%

#### 5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not applicable, since there was no assessment activity being undertaken of Value Chain Partners.

### PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment<sup>65</sup>

#### SDG's aligned



#### Essential Indicators

#### 1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:<sup>66</sup>

Parameter	Current FY In MJ	Last FY In MJ
Total electricity consumption (A)	19,14,94,188	16,42,71,600
Total Fuel Consumption (B)	1,27,82,72,484	1,16,35,66,494
Energy Consumption through other sources (C)	Nil	Nil
<b>Total Energy consumption (A+B+C)</b>	<b>1,46,97,66,672</b>	<b>1,32,78,38,094</b>
Energy intensity per rupee of turnover (MJ of consumption/ turnover of Cr in rupees)	9,14,602.78	9,47,102.77
Energy intensity – the relevant metric may be selected by the entity (MJ of consumption / Production in MT )	51,410.21	42,299.96

#### <sup>64</sup> SDG Targets

**SDG: 5.2** Eliminate all forms of violence against all women & girls in the public & private spheres, including trafficking & sexual & other types of exploitation

**SDG: 8.7** Take immediate & effective measures to eradicate forced labour, end modern slavery & human trafficking & secure the prohibition & elimination of the worst forms of child labour, including recruitment & use of child soldiers, & by 2025 end child labour in all its forms

**SDG: 8.8** Protect labour rights & promote safe & secure working environments for all workers, including migrant workers, in particular women migrants, & those in precarious employment

**SDG: 16.1** Significantly reduce all forms of violence & related death rates everywhere

<sup>65</sup> It is to be noted that Head Office and Administrative Office are not being considered for computing data with regards to principle 6 disclosures.

#### <sup>66</sup> SDG Target

**SDG: 7.2** By 2030, increase substantially the share of renewable energy in the global energy mix

**SDG: 7.3** By 2030, double the global rate of improvement in energy efficiency

**SDG: 8.4** Improve progressively, through 2030, global resource efficiency in consumption & production & endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption & Production, with developed countries taking the lead

**SDG: 12.2** By 2030, achieve the sustainable management & efficient use of natural resources

**SDG: 13.1** Strengthen resilience & adaptive capacity to climate related hazards & natural disasters in all countries

#### Aligned TCFD

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.



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

There is no Independent Assessment done. All the required statutory and internal inspections/ audits are carried out on a periodic basis.

**2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India?<sup>67</sup> (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any**

Not applicable, since the organization does not have sites/ facilities identified as Designated Consumer under the PAT Scheme.

**3. Provide details of the following disclosures related to water, in the following format:<sup>68</sup>**

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water (MIDC water)	529346	484190
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Rainwater	3363	1257
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	532709	485447
Total volume of water consumption (in kilolitres)	532709	485447
Water intensity per rupee of turnover (KL of consumption/ turnover of Cr in rupees)	331.3279015	346.2038226
Water intensity – (KL of consumption/ MT of production)	18.63	15.46

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

Yes, assessment has been carried out under Water Security Disclosure, CDP works with, and motivates companies to disclose and reduce their environmental impacts.

**<sup>67</sup> SDG Target**

**SDG: 7.2** By 2030, increase substantially the share of renewable energy in the global energy mix

**SDG: 8.4** Improve progressively, through 2030, global resource efficiency in consumption & production & endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programs on Sustainable Consumption & Production, with developed countries taking the lead

**SDG: 12.2** By 2030, achieve the sustainable management & efficient use of natural resources

**SDG: 13.2** Integrate climate change measures into national policies, strategies & planning

**Aligned TCFD**

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization’s overall risk management.

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

**<sup>68</sup> SDG Target**

**SDG: 6.3** By 2030, improve water quality by reducing pollution, eliminating dumping & minimizing release of hazardous chemicals & materials, halving the proportion of untreated wastewater & substantially increasing recycling & safe reuse globally

**SDG: 6.4** By 2030, substantially increase water-use efficiency across all sectors & ensure sustainable withdrawals & supply of freshwater to address water scarcity & substantially reduce the number of people suffering from water scarcity

**SDG: 12.4** By 2030, achieve the environmentally sound management of chemicals & all wastes throughout their life cycle, in accordance with agreed international frameworks, & significantly reduce their release to air, water & soil in order to minimize their adverse impacts on human health & the environment

**Aligned TCFD**

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

**4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.<sup>69</sup>**

The organization has implemented Reverse Osmosis Plant and Multi Effect Evaporator plant to recycle and reuse waste water which enables to utilize treated water. The organization's Jhagadia unit (Gujarat) is designated as ZLD by Gujarat Pollution Control Board. Further, at Mahad unit (Maharashtra) the organization has already taken initiative in its unit-II to implement ZLD mechanism and for unit III the same is under trial run.

**5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:<sup>70</sup>**

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	mg/Nm <sup>3</sup>	6.13	10.59
SOx	Kg/day	13.85	15.92
Particulate matter (PM)	ppm	52.63	65
Persistent organic pollutants (POP)		Nil	Nil
Volatile organic compounds (VOC)		Nil	Nil
Hazardous air pollutants (HAP)		Nil	Nil
Others	mg/Nm <sup>3</sup>	Nil	Nil

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

Yes, the monitoring is done by Maharashtra Pollution Control Board approved agency Aavanira Biotech Labs, Pune.

**<sup>69</sup> SDG Target**

**SDG: 6.3** By 2030, improve water quality by reducing pollution, eliminating dumping & minimizing release of hazardous chemicals & materials, halving the proportion of untreated wastewater & substantially increasing recycling & safe reuse globally

**SDG: 6.4** By 2030, substantially increase water-use efficiency across all sectors & ensure sustainable withdrawals & supply of freshwater to address water scarcity & substantially reduce the number of people suffering from water scarcity

**SDG: 6.a** By 2030, expand international cooperation & capacity-building support to developing countries in water and sanitation-related activities & programmes, including water harvesting, desalination, water efficiency, wastewater treatment, recycling & reuse technologies

**SDG: 12.4** By 2030, achieve the environmentally sound management of chemicals & all wastes throughout their life cycle, in accordance with agreed international frameworks, & significantly reduce their release to air, water & soil in order to minimize their adverse impacts on human health & the environment

**Aligned TCFD**

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

**<sup>70</sup> SDG Target**

**SDG: 3.9** By 2030, substantially reduce the number of deaths & illnesses from hazardous chemicals & air, water & soil pollution & contamination

**SDG: 12.4** By 2030, achieve the environmentally sound management of chemicals & all wastes throughout their life cycle, in accordance with agreed international frameworks, & significantly reduce their release to air, water & soil in order to minimize their adverse impacts on human health & the environment

**SDG: 14.3** Minimize & address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels

**SDG: 15.2** By 2030, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests & substantially increase afforestation & reforestation globally

**Aligned TCFD**

Governance disclosure – b) Describe management's role in assessing & managing climate-related risks & opportunities.

Risk Management disclosure – a) Describe the organization's processes for identifying & assessing climate-related risks.

Risk Management disclosure – b) Describe the organization's processes for managing climate-related risks

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.





**6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:<sup>71</sup>**

Parameter	Unit	FY 2022-23	FY 2021-22
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)	Metric tonnes of CO <sub>2</sub> equivalent	138236.41 MT CO <sub>2</sub> e Breakup: CO <sub>2</sub> : 137163.01 N <sub>2</sub> O: 2.34 CH <sub>4</sub> : 16.12	126570.42 MT CO <sub>2</sub> e Breakup: CO <sub>2</sub> : 125588.79 N <sub>2</sub> O: 2.14 CH <sub>4</sub> : 14.74
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)	Metric tonnes of CO <sub>2</sub> equivalent	41960.33 MT CO <sub>2</sub> e*	33947.27 MT CO <sub>2</sub> e*
Total Scope 1 and Scope 2 emissions per rupee of turnover (MT of CO <sub>2</sub> e/Turnover of Cr in rupee)		112.13 MT CO <sub>2</sub> e per Cr Turnover	114.49 MT CO <sub>2</sub> e per Cr Turnover
Total Scope 1 and Scope 2 emission intensity – (Production in MT/ turnover of Cr in rupees)		6.30 MT CO <sub>2</sub> e per MT production. Total production considered: 28589 MT	5.11 MTCO <sub>2</sub> e per MT production Total production considered: 31391 MT

*\*Note (Scope-2 Emissions): Corporate office emissions (owing to electricity consumption at HO) were not included as no significant contribution to emissions was observed.*

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

Yes, the assessment has been carried out under CDP (Carbon Disclosure Projects).

<sup>71</sup> **SDG Target**

- SDG: 3.9** By 2030, substantially reduce the number of deaths & illnesses from hazardous chemicals & air, water & soil pollution & contamination
- SDG: 12.4** By 2030, achieve the environmentally sound management of chemicals & all wastes throughout their life cycle, in accordance with agreed international frameworks, & significantly reduce their release to air, water & soil in order to minimize their adverse impacts on human health & the environment
- SDG: 13.1** Strengthen resilience & adaptive capacity to climate related hazards & natural disasters in all countries
- SDG: 14.3** Minimize & address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels
- SDG: 15.2** By 2030, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests & substantially increase afforestation & reforestation globally

**Aligned TCFD**

- Governance disclosure – b) Describe management’s role in assessing & managing climate-related risks & opportunities.
- Risk Management disclosure – a) Describe the organization’s processes for identifying & assessing climate-related risks.
- Risk Management disclosure – b) Describe the organization’s processes for managing climate-related risks
- Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization’s overall risk management.
- Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.
- Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.
- Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

## 7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.<sup>72</sup>

The company focuses on sustainable technologies and best practices to improve its fuel & energy efficiency, human health and well-being and chemicals from sustainable sources.

The company has installed vapour absorption chillers (VAM's) in 3 of its units which run on waste steam to produce chilled water whereby saving significant electricity & directly helps to reduce the GHG emissions. Additionally, new VAM proposal is under consideration for waste heat recovery from flue gases.

The company also has "fuel replacement project" under implementation on burning of Biomass by replacing Coal combustion which is underway and targets to be completed by 2030. The company is also installing solar panels at its Mahad unit to fulfil its Science Based Targets commitment for Net Zero by 2050. Currently the plan is to have 25% of its power requirement from solar power by 2025.

### <sup>72</sup> SDG Target

**SDG: 3.9** By 2030, substantially reduce the number of deaths & illnesses from hazardous chemicals & air, water & soil pollution & contamination

**SDG: 7.2** By 2030, increase substantially the share of renewable energy in the global energy mix

**SDG: 12.4** By 2030, achieve the environmentally sound management of chemicals & all wastes throughout their life cycle, in accordance with agreed international frameworks, & significantly reduce their release to air, water & soil in order to minimize their adverse impacts on human health & the environment

**SDG: 13.1** Strengthen resilience & adaptive capacity to climate related hazards & natural disasters in all countries

**SDG: 14.3** Minimize & address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels

**SDG: 15.2** By 2030, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests & substantially increase afforestation & reforestation globally

### Aligned TCFD

Governance disclosure – b) Describe management's role in assessing & managing climate-related risks & opportunities.

Risk Management disclosure – a) Describe the organization's processes for identifying & assessing climate-related risks.

Risk Management disclosure – b) Describe the organization's processes for managing climate-related risks

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

**8. Provide details related to waste management by the entity, in the following format: <sup>73</sup>**

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	9.5	61.91
E-waste (B)	1.92	Not assessed
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	960	Not assessed
Battery waste (E)	33 nos	Not assessed
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. (G) (ETP waste, sludge from Multiple Effect Evaporator (MEE) and other waste residues sent to Authorised member of solid waste treatment (Mahad Waste Management Limited (MWML) and Bharuch Enviro Infrastructure Limited (BEIL)).	7968.156	9646.9
Other Non-hazardous waste generated (H). (Other scrap, Boiler ash, paper etc.)	2515	3357
Total (A+B + C + D + E + F + G + H)	11454.57	13065.81
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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	154.7	25.2
(ii) Landfilling (we are sending waste to authorised member of waste treatment plant (Mahad Waste Management Limited ( MWML ) and Bharuch Enviro Infrastructure Limited (BEIL) who further processed for landfilling and Incineration)	4694.75	2336
(iii) Other disposal operations	Nil	5046.69*
Total	4849.45	7407.89

\* **Other disposal operations:** Earlier the by-products generated were considered under other disposal category, however in the organization's newly received Environment Clearance certificate they are considered under Product category as they generate revenue and are sold to end users.

**<sup>73</sup> SDG Taret**

- SDG: 3.9** By 2030, substantially reduce the number of deaths & illnesses from hazardous chemicals & air, water & soil pollution & contamination
- SDG: 6.6** By 2030, protect & restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers & lakes
- SDG: 8.4** Improve progressively, through 2030, global resource efficiency in consumption & production & endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption & Production, with developed countries taking the lead
- SDG: 11.2** By 2030, provide access to safe, affordable, accessible & sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities & older persons
- SDG: 11.6** By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality & municipal & other waste management
- SDG: 12.4** By 2030, achieve the environmentally sound management of chemicals & all wastes throughout their life cycle, in accordance with agreed international frameworks, & significantly reduce their release to air, water & soil in order to minimize their adverse impacts on human health & the environment
- SDG: 15.1** By 2030, ensure the conservation, restoration & sustainable use of terrestrial & inland freshwater ecosystems & their services, in particular forests, wetlands, mountains & drylands, in line with obligations under international agreements

**Aligned TCFD**

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

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

Yes, the data with respect to the said assessment is already in the public domain in MPCB as well as Ministry of Environment and Forest (MoEF).

**9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes <sup>74</sup>**

The company has membership with waste management treatment plant such as Mumbai Waste Management Limited (MWML) in Maharashtra and Bharuch Enviro Infrastructure Limited (BEIL) in Gujarat who is responsible for further processing of landfilling and incineration operation as per local laws. The annual returns on quantity of waste generated is being reported to the state pollution control board by filling and submission of form IV & V (Rules & Regulation Published in the Gazette of India, Part-II, Section-3, Sub-section (ii)) Ministry of Environment, Forest and Climate Change).

**10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: <sup>75</sup>**

S. No.	Location of operations/ offices	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable, since none of our units are located in ecologically sensitive area.			

**<sup>74</sup> SDG Target**

- SDG: 3.9** By 2030, substantially reduce the number of deaths & illnesses from hazardous chemicals & air, water & soil pollution & contamination
- SDG: 6.3** By 2030, improve water quality by reducing pollution, eliminating dumping & minimizing release of hazardous chemicals & materials, halving the proportion of untreated wastewater & substantially increasing recycling & safe reuse globally
- SDG: 6.6** By 2030, protect & restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers & lakes
- SDG: 8.4** Improve progressively, through 2030, global resource efficiency in consumption & production & endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption & Production, with developed countries taking the lead
- SDG: 11.6** By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality & municipal & other waste management
- SDG: 12.4** By 2030, achieve the environmentally sound management of chemicals & all wastes throughout their life cycle, in accordance with agreed international frameworks, & significantly reduce their release to air, water & soil in order to minimize their adverse impacts on human health & the environment

**Aligned TCFD**

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

**<sup>75</sup> SDG Target**

- SDG: 6.6** By 2030, protect & restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers & lakes
- SDG: 14.2** By 2030, sustainably manage & protect marine & coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, & take action for their restoration in order to achieve healthy & productive oceans
- SDG: 15.1** By 2030, ensure the conservation, restoration & sustainable use of terrestrial & inland freshwater ecosystems & their services, in particular forests, wetlands, mountains & drylands, in line with obligations under international agreements
- SDG: 15.5** Take urgent & significant action to reduce the degradation of natural habitats, halt the loss of biodiversity &, by 2030, protect & prevent the extinction of threatened species

**Aligned TCFD**

Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

Strategy disclosure – c) Describe the resilience of the entity's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Risk Management disclosure – b) Describe the organization's processes for managing climate-related risks



**11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: <sup>76</sup>**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Proposed expansion in our Unit-II in Mahad.	EIA Notification, 2006	24-08-2022	Aditya Environmental Services Pvt Ltd	Yes	Environment Conservation - World's Leading Aroma Chemical Manufacturer, Supplier and Exporter ( <a href="http://www.privi.com">www.privi.com</a> )
Proposed Expansion at our Unit-III in Mahad	Eia Notification, 2006	24-08-2022	Aditya Environmental Services Pvt Ltd	Yes	Environment Conservation - World's Leading Aroma Chemical Manufacturer, Supplier and Exporter ( <a href="http://www.privi.com">www.privi.com</a> )

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

Serial Number	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
Yes, the organization is in compliance with all the applicable environmental legislations.				

**Leadership Indicators**

**1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format: <sup>77</sup>**

Parameter	FY 2022-23	FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	Nil	Nil
Total fuel consumption (B)	171000	186840
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	171000	186840

**<sup>76</sup> SDG Target**

**SDG: 6.3** By 2030, improve water quality by reducing pollution, eliminating dumping & minimizing release of hazardous chemicals & materials, halving the proportion of untreated wastewater & substantially increasing recycling & safe reuse globally

**SDG: 6.a** By 2030, expand international cooperation & capacity-building support to developing countries in water & sanitation-related activities & programmes, including water harvesting, desalination, water efficiency, wastewater treatment, recycling & reuse technologies

**SDG: 12.4** By 2030, achieve the environmentally sound management of chemicals & all wastes throughout their life cycle, in accordance with agreed international frameworks, & significantly reduce their release to air, water & soil in order to minimize their adverse impacts on human health & the environment

**Aligned TCFD**

Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

Risk Management disclosure – b) Describe the organization's processes for managing climate-related risks

**<sup>77</sup> SDG Targets**

**SDG: 7.2** By 2030, increase substantially the share of renewable energy in the global energy mix

**SDG: 7.3** By 2030, double the global rate of improvement in energy efficiency

**SDG: 8.4** Improve progressively, through 2030, global resource efficiency in consumption & production & endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programs on Sustainable Consumption & Production, with developed countries taking the lead

**SDG: 12.2** By 2030, achieve the sustainable management & efficient use of natural resources

**SDG: 13.1** Strengthen resilience & adaptive capacity to climate related hazards & natural disasters in all countries

**Aligned TCFD**

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

Parameter	FY 2022-23	FY 2021-22
<b>From non-renewable sources</b>		
Total electricity consumption (D)	191494188	164271600
Total fuel consumption (E)	1278102456	1163379654
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	1469596644	1327651254

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

There is no Independent Assessment done. All the required statutory and internal inspections/ audits are carried out on a periodic basis.

**2. Provide the following details related to water discharged: <sup>78</sup>**

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
<b>(i) To Surface water</b>	Nil	Nil
– No treatment	Nil	Nil
– With treatment – please specify level of treatment	Nil	Nil
<b>(ii) To Groundwater</b>	Nil	Nil
– No treatment	Nil	Nil
– With treatment – please specify level of treatment	Nil	Nil
<b>(iii) To Seawater</b>	Nil	Nil
– No treatment	Nil	Nil
– With treatment – please specify level of treatment	Nil	Nil
<b>(iv) Sent to third-parties</b>	CETP	CETP
– No treatment	Nil	Nil
– With treatment – please specify level of treatment	33839 KL Primary, Secondary, and Tertiary treatment meeting all the PCB norms	47045 KL Primary, Secondary, and Tertiary treatment meeting all the PCB norms
<b>(v) Others</b>	Nil	Nil
– No treatment	Nil	Nil
– With treatment	Nil	Nil
Total water discharged (in kilolitres)	33839 KL	47047 KL

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

Yes, assessment has been carried out under CDP- Water Security Disclosure.

<sup>78</sup> SDG Targets

SDG: 6.3 By 2030, improve water quality by reducing pollution, eliminating dumping & minimizing release of hazardous chemicals & materials, halving the proportion of untreated wastewater & substantially increasing recycling & safe reuse globally

Aligned TCFD

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.





**3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): <sup>79</sup>**

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (water consumed in KL/Turnover of Cr in rupee)		
Water intensity (Water consumed in KL /production qty in MT)		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
– No treatment		
– With treatment – please specify level of treatment		
(ii) Into Groundwater		
– No treatment		
– With treatment – please specify level of treatment		
(iii) Into Seawater		
– No treatment		
– With treatment – please specify level of treatment		
(iv) Sent to third-parties		
– No treatment		
– With treatment – please specify level of treatment		
(v) Others		
– No treatment		
– With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres) - No water discharge as unit is ZLD (Zero Liquid Discharge).</b>		

Not Applicable, since the company does not withdraw, consume, or discharge water in Central Ground Water Board (CGWB) notified areas of water stress.

Not Applicable

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

Not applicable, since the company does not withdraw, consume, or discharge water in Central Ground Water Board (CGWB) notified areas of water stress.

<sup>79</sup> **SDG Targets**

**SDG: 6.3** By 2030, improve water quality by reducing pollution, eliminating dumping & minimizing release of hazardous chemicals & materials, halving the proportion of untreated wastewater & substantially increasing recycling & safe reuse globally

**Aligned TCFD**

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:<sup>80</sup>

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions	Metric tonnes of CO2 equivalent	111259.94	114348.187
Total Scope 3 emissions intensity – (MT of CO2e/ Turnover of Cr in rupee)		69.23	81.559
Total Scope 3 emission intensity – (MT of CO2e/ MT production)		3.89	3.64

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

The data is disclosed under CDP.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.<sup>81</sup>

Not Applicable, since none of our units are located at ecologically sensitive area.

<sup>80</sup> SDG Target

**SDG: 3.9** By 2030, substantially reduce the number of deaths & illnesses from hazardous chemicals & air, water & soil pollution & contamination

**SDG: 12.4** By 2030, achieve the environmentally sound management of chemicals & all wastes throughout their life cycle, in accordance with agreed international frameworks, & significantly reduce their release to air, water & soil in order to minimize their adverse impacts on human health & the environment

**SDG: 13.1** Strengthen resilience & adaptive capacity to climate related hazards & natural disasters in all countries

**SDG: 14.3** Minimize & address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels

**SDG: 15.2** By 2030, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests & substantially increase afforestation & reforestation globally

**Aligned TCFD**

Governance disclosure – b) Describe management's role in assessing & managing climate-related risks & opportunities.

Risk Management disclosure – a) Describe the organization's processes for identifying & assessing climate-related risks.

Risk Management disclosure – b) Describe the organization's processes for managing climate-related risks

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.

Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

<sup>81</sup> SDG Target

**SDG: 6.6** By 2030, protect & restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers & lakes

**SDG: 14.2** By 2030, sustainably manage & protect marine & coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, & take action for their restoration in order to achieve healthy & productive oceans

**SDG: 15.1** By 2030, ensure the conservation, restoration & sustainable use of terrestrial & inland freshwater ecosystems & their services, in particular forests, wetlands, mountains & drylands, in line with obligations under international agreements

**SDG: 15.5** Take urgent & significant action to reduce the degradation of natural habitats, halt the loss of biodiversity &, by 2020, protect & prevent the extinction of threatened species

**Aligned TCFD**

Strategy disclosure – a) Describe the climate related risks & opportunities the organization has identified over the short, medium, & long term.

Strategy disclosure – b) Describe the impact of climate-related risks & opportunities on the organization's businesses, strategy & financial planning.

Risk Management disclosure – b) Describe the organization's processes for managing climate-related risks

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.



**6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:<sup>82</sup>**

<b>Sr. No</b>	<b>Initiative undertaken</b>	<b>Details of the initiative (Web-link, if any, may be provided along-with summary)</b>	<b>Outcome of the initiative</b>
1	Dry vac pumps (10 nos. Ital vac) installed to save Power consumption, steam consumption & Effluent load reduction.		Savings will reflect in 2023-24
2	Boiler feed water (DM Water) preheating by utilising distillation columns top condensers heat and reduction of Cooling Tower Load		Savings will reflect in 2023-24
3	Commissioned Vapour Absorption Machines (200 TR VAM) which works on available unused flash steam and hot water (Using waste steam from C-columns) for Chilled Water generation. Thus, reducing power consumption on chilling plants (Stopped Mechanical chillers).		Savings will reflect in 2023-24
4	925 KWH Captive Cogen turbine installed at Unit -4.		Will be commissioned in 2023
5	400 KWH roof top solar plant installation in Mahad underway.		Will be commissioned in 2023

**7. Does the entity have a business continuity and disaster management plan?<sup>83</sup> Give details in 100 words/ web link.**

Yes, the organization has Business Continuity Plan (BCP) & Disaster management plans in place. The organization has identified risk related to any loss of connectivity, utility service, injury, staff loss material shortage and many others, which can disrupt the continuity of business, thereby the organization has mitigation plans in place mentioning all probabilities and ways through the same. The organization also reviews the same every year.

The Disaster Management plan covers entire Plants and Office Operations, Supply Chain, IT, etc & all possible scenarios are covered and considered in the plan. The disaster management plan is submitted to Directorate of Industrial Safety and Health (DISH). We also conduct mock drills every quarter to maintain high state of emergency preparedness.

<sup>82</sup> **SDG Target**

- SDG: 8.4** Improve progressively, through 2030, global resource efficiency in consumption & production & endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption & Production, with developed countries taking the lead
- SDG: 11.6** By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality & municipal & other waste management
- SDG: 12.2** By 2030, achieve the sustainable management & efficient use of natural resources
- SDG: 12.4** By 2030, achieve the environmentally sound management of chemicals & all wastes throughout their life cycle, in accordance with agreed international frameworks, & significantly reduce their release to air, water & soil in order to minimize their adverse impacts on human health & the environment

**Aligned TCFD**

- Governance disclosure – b) Describe management’s role in assessing & managing climate-related risks & opportunities.
- Risk Management disclosure – a) Describe the organization’s processes for identifying & assessing climate-related risks.
- Risk Management disclosure – b) Describe the organization’s processes for managing climate-related risks
- Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization’s overall risk management.
- Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.
- Metrics & Targets disclosure – b) Disclose Scope 1, Scope 2, &, if appropriate, Scope 3 greenhouse gas (GHG) emissions, & the related risks.
- Metrics & Targets disclosure – c) Describe the targets used by the entity to manage climate-related risks & opportunities & performance against targets.

<sup>83</sup> **Aligned TCFD**

- Strategy disclosure – c) Describe the resilience of the entity’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.
- Risk Management disclosure – b) Describe the organization’s processes for managing climate-related risks

**8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?<sup>84</sup>**

During the year, no significant adverse impact to the environment, arising from the value chain of the entity has occurred.

**9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

None, however the Company plans to conduct the same in coming years.

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

**SDG's aligned**



**Essential Indicators**

**1. a. Number of affiliations with trade and industry chambers/ associations.**

The organization is affiliated with 9 trade and industry chambers.

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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	International Fragrance Association (IFRA)	International
2	Chemical Export Promotion Council (CHEMEXCIL)	National
3	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
4	Flavours and Fragrance Association of India (FAFAI)	National
5	Export Inspection Agency (EIA)	National
6	Indian Institute of Packaging (IIP)	National
7	Indo-Arab Chamber of Commerce and Industries –Membership	National
8	IMC (Indian Merchants' Chamber) - Chamber of Commerce and Industry	National
9	Mahad Manufacturers Association (MMA)	State

**2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities<sup>1</sup>**

Name of authority	Brief of the case	Corrective active taken
Not Applicable, because no adverse orders from regulatory authorities were received.		

**Leadership Indicators**

**1. Details of public policy positions advocated by the entity:**

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
The organization did not have any complaint on the same during the year					

<sup>84</sup> **SDG Target**

Strategy disclosure – b) Describe the impact of climate-related risks & opportunities on the organization's businesses, strategy & financial planning.

<sup>1</sup>**6.3** Promote the rule of law at the national & international levels & ensure equal access to justice for all

**16.6** Develop effective, accountable and transparent institutions at all levels



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

**SDG's aligned**



**Essential Indicators**

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
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During the current financial year no SIA of projects were undertaken by the entity based on applicable laws.

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
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The organization has not undertaken any project during the year attracting the provisions of rehabilitation and resettlement.

**3. Describe the mechanisms to receive and redress grievances of the community.<sup>85</sup>**

The organization engages with the community by conducting informal and formal meetings apart from program specific meetings to facilitate harmony.

**4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:<sup>86</sup>**

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	5%	5%
Sourced directly from within the district and neighbouring districts	10%	10%

<sup>85</sup> **SDG Targets**

**SDG: 1.4** By 2030, ensure that all men & women, in particular the poor & the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership & control over land & other forms of property, inheritance, natural resources, appropriate new technology & financial services, including microfinance

**SDG: 2.3** By 2030, double the agricultural productivity & incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists & fishers, including through secure & equal access to land, other productive resources & inputs, knowledge, financial services, markets & opportunities for value addition & non-farm employment

**SDG: 9.1** Develop quality, reliable, sustainable & resilient infrastructure, including regional & trans-border infrastructure, to support economic development & human well-being, with a focus on affordable & equitable access for all

**SDG: 9.4** By 2030, upgrade infrastructure & retrofit industries to make them sustainable, with increased resource-use efficiency & greater adoption of clean & environmentally sound technologies & industrial processes, with all countries taking action in accordance with their respective capabilities

**SDG: 16.6** Develop effective, accountable & transparent institutions at all levels

**Aligned TCFD**

Risk Management disclosure – b) Describe the organization’s processes for managing climate-related risks

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization’s overall risk management.

<sup>86</sup> **SDG Targets**

**SDG: 8.3** Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity & innovation, & encourage the formalization & growth of micro-, small- & medium-sized enterprises, including through access to financial services

**Aligned TCFD**

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

## Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable, since no SIA was undertaken by the organization	

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

S. No	State	Aspirational District	Amount spent (In INR)
	Nil	Nil	Nil

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Considering the type of industry, the organization currently do not purchase from suppliers comprising marginalized/ vulnerable groups.

- (b) From which marginalized /vulnerable groups do you procure?

Not applicable, since the organization do not procure from marginalized/ vulnerable group.

- (c) What percentage of total procurement (by value) does it constitute?

Not applicable, since the organization do not procure from marginalized/ vulnerable group.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable, since no Intellectual Property was acquired by the entity				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the case	Corrective Action taken
Not Applicable, since no Intellectual Property was owned or acquired by the entity		

6. Details of beneficiaries of CSR Projects:<sup>87</sup>

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Health & Hygiene	6737	Data for the above is not ascertainable, howsoever the CSR team would endeavour the data collection on the same in the coming years.
2	Environment	Public at large	
3	Education	3740	

<sup>87</sup> SDG Targets

- SDG 1.4** By 2030, ensure that all men & women, in particular the poor & the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership & control over land & other forms of property, inheritance, natural resources, appropriate new technology & financial services, including microfinance
- SDG 2.3** By 2030, double the agricultural productivity & incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists & fishers, including through secure & equal access to land, other productive resources & inputs, knowledge, financial services, markets & opportunities for value addition & non-farm employment.





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

**SDG's aligned**

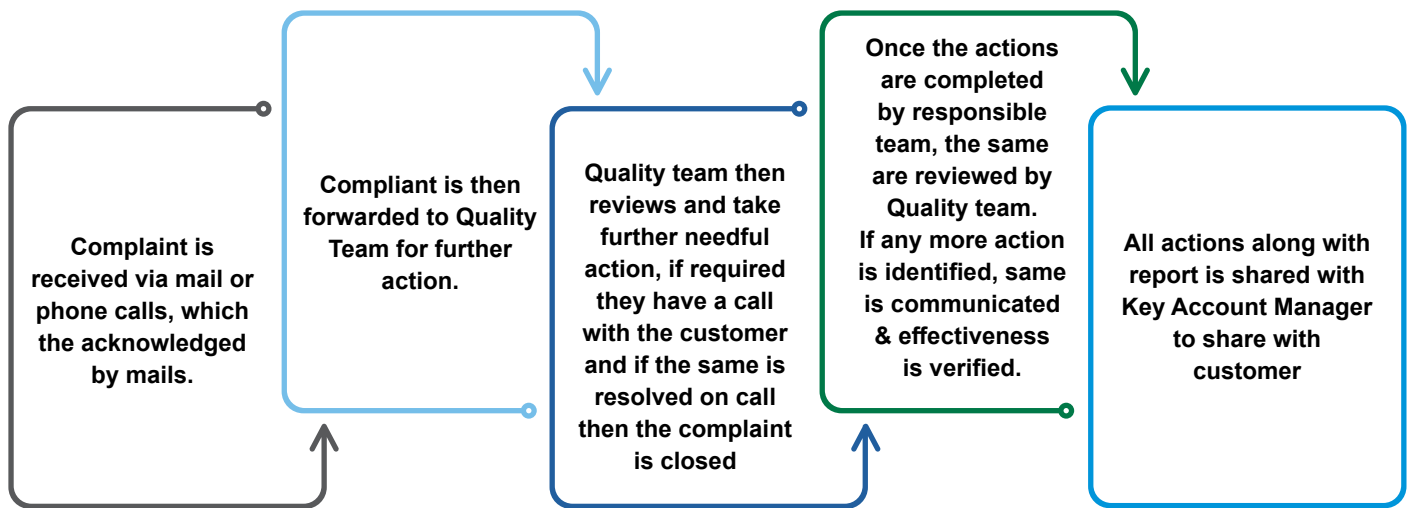


**Essential Indicators**

**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.<sup>88</sup>**

For any organization, it is important to keep its customers happy and resolve their concerns. The organization has set procedure for the resolving its customers concern. The same is presented below:

Complaint is received via mail or phone calls, which the acknowledged by mails.



**2. Turnover of products and/ services as a percentage of turnover from all products/ service that carry information about:<sup>89</sup>**

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

<sup>88</sup> **SDG Targets**

SDG: 16.6 Develop effective, accountable & transparent institutions at all levels

Aligned TCFD

Risk Management disclosure – b) Describe the organization's processes for managing climate-related risks

<sup>89</sup> **SDG Targets**

SDG: 12.8 By 2030, ensure that people everywhere have the relevant information & awareness for sustainable development & lifestyles in harmony with nature

**Aligned TCFD**

Metrics & Targets disclosure – a) Describe the metrics used by the entity to assess climate-related risks & opportunities in line with its strategy & risk management process.

3. Number of consumer complaints in respect of the following:<sup>90</sup>

Category	FY 2022-23			FY 2021-22		
	Received during the Year	Pending resolution at end of year	Remarks	Received during the Year	Pending resolution at end of year	Remarks
Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy<sup>91</sup>

Company has a robust Cyber Security policy which provides guidelines for addressing cyber security and related risks and the mitigation of such risks.

Web Link: <https://www.privi.com/privacy-policy>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.<sup>92</sup>

Not Applicable, as no such incidents reported.

## Leadership Indicators

## 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

The organization being a customer driven entity, for easy accessibility of its product, it keeps the details and information related to product updated & available on its website.

The web-link for the same is: <https://www.privi.com/fragrances/our-product>

<sup>90</sup> SDG Target

**SDG: 16.3** Promote the rule of law at the national & international levels & ensure equal access to justice for all

**SDG: 16.10** Ensure public access to information & protect fundamental freedoms, in accordance with national legislation & international agreements.

<sup>91</sup> SDG Target

**SDG: 16.3** Promote the rule of law at the national & international levels & ensure equal access to justice for all

**SDG: 16.10** Ensure public access to information & protect fundamental freedoms, in accordance with national legislation & international agreements

<sup>92</sup> Aligned TCFD

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.



**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.<sup>93</sup>**

The organization always ensures to keep its website updated and also educates customers about product's safe and responsible usage through its website. Further, the organization also shares all products MSDS (Material Safety Data Sheet) & PDS (Product Safety Data Sheet) with all its customers and also labelling procedures are in place.

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

Even though the company does not fall under essential service category, through emails and phone calls, it informs its consumers of any risk of disruption/discontinuation of essential services.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?<sup>94</sup> (Yes/No)**

The company being highly regulated industry, follows and fulfils all its statutory and mandatory labelling requirements, however, it does not provide any involuntary information over the product. The organization further conducts customer satisfaction survey annually.

**5. Provide the following information relating to data breaches:<sup>95</sup>**

**a) Number of instances of data breaches along-with impact**

Since no such instance of data breach has occurred during the year, it is not applicable.

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

Not applicable, since no such incidents were reported.

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<sup>93</sup> **SDG Target**

**SDG: 12.8** By 2030, ensure that people everywhere have the relevant information & awareness for sustainable development & lifestyles in harmony with nature

**SDG: 16.3** Promote the rule of law at the national & international levels & ensure equal access to justice for all

**Aligned TCFD**

Risk Management disclosure – c) Describe how processes for identifying, assessing, & managing climate-related risks are integrated into the organization's overall risk management.

<sup>94</sup> **SDG Targets**

**SDG: 12.8** By 2030, ensure that people everywhere have the relevant information & awareness for sustainable development & lifestyles in harmony with nature




**SDG: 16.3** Promote the rule of law at the national & international levels & ensure equal access to justice for all.

<sup>95</sup> **SDG Target**

**SDG: 16.3** Promote the rule of law at the national & international levels & ensure equal access to justice for all

## ANNEXURE A:







Alignment of Principle with the UN Sustainability Development Goals :<sup>96</sup>

NGRBC Principle	SDGs covered	Activities
Principle 1		<p><b>SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS:</b></p> <ul style="list-style-type: none"> <li>To ensure good governance practice and robust institution, the Company has policies inter alia on: <ul style="list-style-type: none"> <li>✓ Statutory Policies specified under Companies Act &amp; SEBI LODR</li> <li>✓ Anti- Bribery &amp; Anti- Corruption policy</li> <li>✓ Code of Conduct</li> <li>✓ Data privacy policy</li> </ul> </li> <li>Further the organization follows various mechanism to engage with its stakeholders, some of those are as follows: <ul style="list-style-type: none"> <li>✓ Internal Communications</li> <li>✓ Quarterly Reports, Annual Reports, Investor</li> <li>✓ Press releases</li> <li>✓ Company website</li> <li>✓ Leadership Training Program</li> </ul> </li> </ul>
Principle 2		<p><b>SDG 6: CLEAN WATER AND SANITATION:</b></p> <ul style="list-style-type: none"> <li>The company reports its water security disclosure through the CDP platform which work with water security motivates to disclose and reduce the environmental impacts by using the power of investors and customers.</li> <li>The organization has effectively employed its Reverse Osmosis Plant and Multi Effect Evaporator Plant to recycle waste water. This allows the company to use the treated water in its operations and aims to attain Zero Liquid Discharge.</li> </ul>
		<p><b>SDG 7: AFFORDABLE AND CLEAN ENERGY:</b></p> <ul style="list-style-type: none"> <li>The Company is committed towards continual improvement, preventions of pollution and preservation of nature resources for protection of the environment, takes certain measures, some of them are: <ul style="list-style-type: none"> <li>Installations of Captive COGEN turbines for two units.</li> <li>Conventional chillers are replaced with Vapor absorption Machine running on flash steam.</li> <li>Installation of Thermo syphon re-boilers to replace forced circulation technology.</li> <li>Eliminating, reducing, recycling, recovering and proper disposal of waste generated.</li> <li>Dry vac pumps (Ital vac) are installed to save steam consumption.</li> <li>Replacement of low efficiency motors by High efficiency Motors</li> <li>Automation of Oil cum Gas Burner modulation system in New Incinerator Plant for better combustion of residues.</li> <li>VFDs are provided on the vacuum pumps &amp; reactor agitators for optimising the power consumption</li> <li>Commissioned Vapour Absorption Machines (VAMs) which works on available unused flash steam and hot water for Chilled Water generation. Thus, reducing power consumption on chilling plants.</li> </ul> </li> </ul>






<sup>96</sup> UNSDGs alignment with Principles is specified in NGRBC - [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf)



NGRBC Principle	SDGs covered	Activities
		<p><b>SDG 8: DECENT WORK AND ECONOMIC GROWTH</b></p> <ul style="list-style-type: none"> <li>The Company continues to focus on creating strong and long term relationship with all employees and stakeholders.</li> <li>The organization focuses on the development of its value chain partners through training modules that were created in-house.</li> <li>The company also follows standard practices such as providing healthy and safe working environment, and working hours as per applicable laws.</li> <li>The company has various committees such as the stakeholder relationship committee, CSR committee, Risk Management Committee and various other committees to have a check over the implementation of policies.</li> </ul>
		<p><b>SDG 10: REDUCED INEQUALITIES:</b></p> <ul style="list-style-type: none"> <li>Company undertakes CSR initiatives - primarily focused on healthcare, education, and holistic development for the underprivileged, vulnerable and marginalized stakeholders.</li> <li>The Company has a zero-tolerance policy (Anti-discrimination) towards any form of discrimination which is available on the intranet of the company.</li> <li>The Company has an equal Opportunity Policy as the part of HR manual.</li> </ul>
		<p><b>SDG 12: RESPONSIBLE COSUMPTION AND PRODUCTION:</b></p> <ul style="list-style-type: none"> <li>The Company does sustainable procurement of its raw materials and mechanism is in place to procure raw materials from different sources considering availability, transportation, requirement of factories etc. This also includes transportation from suppliers to our factories.</li> <li>The organization has committed to SBTi to reach net-zero value chain GHGs emissions by no later than 2050.</li> </ul>
		<p><b>SDG 13: CLIMATE ACTION:</b></p> <ul style="list-style-type: none"> <li>The organization through its dedicated team, have been monitoring performance of various plants and equipment to reduce energy consumption.</li> <li>The organization has committed to SBTi to reach net-zero value chain GHGs emissions by 2050.</li> <li>Further the organization is in plan of implementing solar power projects in order to have 25% of its total electricity requirements through renewable power by 2025.</li> <li>Use of high pressure pumps to reduce water usage in cleaning and washing</li> <li>Recycled water reused for cooling towers and plantations – More than 50% of treated effluent water has been recycled directly reducing fresh water requirement.</li> </ul>
<p><b>Principle 3</b></p>		<p><b>SDG 3: GOOD HEALTH AND WELL BEING:</b></p> <ul style="list-style-type: none"> <li>The Company pays utmost importance towards safety and health of its employees by implementing policies, procedures and conducting various awareness programmes among the employees. Company has regularly undertaken various initiatives for the continual improvement in Health, Safety and Environment (HSE) at the works and surrounding areas</li> <li>It conducts various promotional activities among its work force on safety adherence.</li> <li>The organization has committed to SBTi to reach net-zero value chain GHGs emissions by 2050.</li> </ul>

NGRBC Principle	SDGs covered	Activities
		<p><b>SDG 4: QUALITY EDUCATION:</b></p> <ul style="list-style-type: none"> <li>The focus on employee development through training modules that were created in-house.</li> </ul>
		<p><b>SDG 5: GENDER EQUALITY:</b></p> <ul style="list-style-type: none"> <li>The Company has a 'Prevention of Sexual Harassment at Workplace' (POSH) policy with the aim of ensuring safety and security of its women employees.</li> <li>The Company has zero tolerance towards sexual harassment at workplace and has adopted a policy to abide by letter and spirit requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules made thereunder.</li> </ul>
		<p><b>SDG 8: DECENT WORK AND ECONOMIC GROWTH</b></p> <ul style="list-style-type: none"> <li>The company has adopted various policies like that of risk management, working hour policy, remuneration policy and likewise many more.</li> <li>The organization focus on development of its employees through training modules that were created in-house.</li> <li>The Company has increased the numbers of man-hours by continuously investing in learning and development programs by arranging target-oriented training programs, creating appropriate work environment and maintaining a structured recognition system.</li> <li>The company also follows standard practices such as providing healthy and safe working environment, and working hours as per applicable laws.</li> <li>The company has various committees such as the audit committee, stakeholder relationship committee, CSR committee, Risk Management Committee and various other committees to have a check over the implementation of policies.</li> </ul>
		<p><b>SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE:</b></p> <ul style="list-style-type: none"> <li>The company continuously engages in research and development of new technologies and processes so as to aid the same in developing improved cleaner processes for the organization</li> <li>The organization treats effluent water (ZLD ~ 300 KLD), which has bought specific consumption of water significantly down to almost zero in some of the plants.</li> </ul>
		<p><b>SDG 11: SUSTAINABLE CITIES AND COMMUNITIES:</b></p> <ul style="list-style-type: none"> <li>Customer feedback is taken periodically, and all complaints are handled in a responsible and time-bound manner. The Company inculcates the needs and requirements of its customers at the time of product development.</li> <li>The organization further participates in EcoVadis assessment which helps to get the clear picture of our sustainability practices within the four themes: Environment, Labor &amp; Human Rights, Ethics and Sustainable Procurement.</li> </ul>
		<p><b>SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS</b></p> <ul style="list-style-type: none"> <li>To ensure good governance practice and robust institution, the Company has policies inter alia on: <ul style="list-style-type: none"> <li>Fair Remuneration Policy</li> <li>Nomination &amp; Remuneration Policy</li> <li>Dividend distribution policy</li> <li>Working Hours</li> <li>Employee Insurance Policy</li> </ul> </li> </ul>







NGRBC Principle	SDGs covered	Activities
<b>Principle 4</b>		<p><b>SDG 5: GENDER EQUALITY</b></p> <ul style="list-style-type: none"> <li>The Company has a 'Prevention of Sexual Harassment at Workplace' (POSH) policy with the aim of ensuring safety and security of its women employees and stakeholders.</li> <li>The Company has zero tolerance towards sexual harassment at workplace and has adopted a policy to abide by letter and spirit requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules made thereunder.</li> </ul>
		<p><b>SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE:</b></p> <ul style="list-style-type: none"> <li>The organization further has "Green Practice" initiative wherein new innovative practices are used like that of the following: <ul style="list-style-type: none"> <li>RESUE wherein the organization is working on novel ways of making high value Aroma Chemicals from CST side streams and Agrochemicals from other by-products, thus reducing waste and enhancing profits.</li> <li>REVERSE OSMOSIS wherein Waste water processed through Reverse Osmosis, 85% of waste water is treated and reused in the cooling towers, Boiler feed.</li> <li>ORGANIC WASTES wherein Organic Wastes such as Tops &amp; Residues converted into Valued Added Products.</li> </ul> </li> </ul>
		<p><b>SDG 11: SUSTAINABLE CITIES AND COMMUNITIES:</b></p> <ul style="list-style-type: none"> <li>The Company believes in remaining one step ahead in the efforts of conserving natural resources, recycle &amp; reuse of materials, and creating waste to wealth</li> </ul>
		<p><b>SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS:</b></p> <ul style="list-style-type: none"> <li>To ensure good governance practice and robust institution, the Company has policies inter alia on: <ul style="list-style-type: none"> <li>Dividend Distribution Policy</li> <li>Conflict of interest policy</li> </ul> </li> </ul>
	<b>Principle 5</b>	
<b>Principle 6</b>		<p><b>SDG 8: DECENT WORK AND ECONOMIC GROWTH</b></p> <ul style="list-style-type: none"> <li>The company has adopted various policies like that of risk management, working hour policy, remuneration policy and likewise many more.</li> <li>The company also follows standard practices such as providing healthy and safe working environment, and working hours as per applicable laws.</li> <li>The company has various committees such as the audit committee, stakeholder relationship committee, CSR committee, Risk Management Committee and various other committees to have a check over the implementation of policies.</li> </ul>
		<p><b>SDG 3: GOOD HEALTH AND WELL BEING:</b></p> <ul style="list-style-type: none"> <li>The organization has committed to SBTi to reach net-zero value chain GHGs emissions by 2050.</li> </ul>



NGRBC Principle	SDGs covered	Activities
		<p><b>SDG 6: CLEAN WATER AND SANITATION:</b></p> <ul style="list-style-type: none"> <li>The organization further engages in rainwater harvesting and uses the same for process applications &amp; gardening.</li> </ul>
		<p><b>SDG 7: AFFORDABLE AND CLEAN ENERGY:</b></p> <ul style="list-style-type: none"> <li>Please refer to SDG 7, as mentioned under Principle 2</li> </ul>
		<p><b>SDG 13: CLIMATE ACTION:</b></p> <ul style="list-style-type: none"> <li>Recycled water reused for cooling towers and plantations – More than 50% of treated effluent water has been recycled directly reducing fresh water requirement.</li> <li>Further the organization is in plan of implementing solar power projects in order to have 25% of its total electricity requirements through renewable power by 2025.</li> </ul>
		<p><b>SDG 14: LIFE BELOW WATER</b></p> <ul style="list-style-type: none"> <li>The Company is supporting the crocodile conservation project of the Government near Mahad in Savitri River.</li> </ul>
		<p><b>SDG 15: LIFE ON LAND</b></p> <ul style="list-style-type: none"> <li>The organization on March 30, 2023 has completed the project “Privi Lungs of Mahad” wherein total 43865 numbers of trees has been planted.</li> <li>Further the organization also celebrated World Environment Day every year wherein several activities are conducted like planting trees, awareness program etc.</li> </ul>
<p><b>Principle 7</b></p>		<p><b>SDG 7: AFFORDABLE AND CLEAN ENERGY:</b></p> <ul style="list-style-type: none"> <li>Please refer to SDG 7 as mentioned under Principle 2</li> </ul>
		<p><b>SDG 10: REDUCED INEQUALITIES:</b></p> <ul style="list-style-type: none"> <li>Company undertakes CSR initiatives - primarily focused on healthcare, education, and holistic development for the underprivileged, vulnerable and marginalized stakeholders.</li> <li>The Company has a zero-tolerance policy (Anti-discrimination) towards any form of discrimination which is available on the intranet of the company.</li> <li>The Company has an equal Opportunity Policy as the part of HR manual.</li> </ul>
		<p><b>SDG 11: SUSTAINABLE CITIES AND COMMUNITIES:</b></p> <ul style="list-style-type: none"> <li>The organization further participates in EcoVadis assessment which helps to get the clear picture of our sustainability practices within the four themes: Environment, Labor &amp; Human Rights, Ethics and Sustainable Procurement.</li> </ul>
<p><b>Principle 8</b></p>		<p><b>SDG 1: NO POVERTY</b></p> <ul style="list-style-type: none"> <li>We contribute towards the skill development of the people in the surrounding villages so that they can obtain employment to secure their source of income.</li> </ul>
		<p><b>SDG 3: GOOD HEALTH AND WELL-BEING:</b></p> <ul style="list-style-type: none"> <li>The Company focuses on improving the health care facilities in the nearby areas by arranging health check-up camps, distributing free medicines, building gymnasiums, spreading health awareness, as well as providing safe drinking water.</li> </ul>



NGRBC Principle	SDGs covered	Activities
		<p><b>SDG 4: QUALITY EDUCATION:</b></p> <ul style="list-style-type: none"> <li>The organization aims to provide learning aids, access to quality education, value building, vocational and livelihood guidance.</li> <li>The majorly aims at facilitating education and livelihood of underprivileged children; distribution of scientific lab equipment in schools and many more.</li> <li>The Company aims to build healthier and stronger communities. Its initiatives are focused providing basic health care facilities through active intervention, hygiene and health camps, sanitization facilities, etc. Also during the year, the organization also supported communities in combating the COVID-19 pandemic by providing medical equipment and other essential kits.</li> <li>The company through Hirwal Education Trust is also supporting tribal communities and under privileged students in the areas of healthcare and education.</li> <li>Amplifying the education system with focus on digital education, the organization focus on digital education, at Zila Parishad Schools by providing them the requisite software.</li> </ul>
		<p><b>SDG 6: CLEAN WATER AND SANITATION:</b></p> <ul style="list-style-type: none"> <li>The organization aims to provide basic healthcare facilities hygiene and health camps, sanitization facilities and safe drinking water for children and communities.</li> <li>The organization also provides assistance in the construction and repair of washroom in the surrounding areas and works to create awareness about hygiene.</li> </ul>
		<p><b>SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS:</b></p> <ul style="list-style-type: none"> <li>To ensure good governance practice and robust institution, the Company has policies inter alia on:           <ul style="list-style-type: none"> <li>✓ Policy on Equal Opportunity</li> </ul> </li> </ul>
Principle 9		<p><b>SDG 11: SUSTAINABLE CITIES AND COMMUNITIES:</b></p> <ul style="list-style-type: none"> <li>Customer feedback is taken periodically, and all complaints are handled in a responsible and time-bound manner. The Company inculcates the needs and requirements of its customers at the time of product development.</li> </ul>

**ANNEXURE B :**

**Global Best Practices<sup>97</sup> & ESG Journey Of The Organization**

**1. Alignment Of BRSR Sections A & B Mapping**

Section A: General Disclosures	
1.	No direct linkage
2.	GRI 2: General Disclosures 2021 GRI 2-1: Organizational details
3.	No direct linkage
4.	No direct linkage
5.	GRI 2: General Disclosures 2021 GRI 2-1: Organizational details
6.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point

**Section A: General Disclosures**

7.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
8.	No direct linkage
9.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
10.	No direct linkage
11.	No direct linkage
12.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
13.	GRI 2: General Disclosures 2021 GRI 2-2: Entities included in the organization's sustainability reporting
14.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
15.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
16.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
17.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
18.	GRI 2: General Disclosures 2021 GRI 2-7: Employees GRI 2-8 Workers who are not employees
19.	GRI 405: Diversity and Equal Opportunity 2016 GRI 405-1 Diversity of governance bodies and employees
20.	GRI 401: Employment 2016 GRI 401-1: New employee hires and employee turnover
21.	GRI 2: General Disclosures 2021 GRI 2-2: Entities included in the organization's sustainability reporting
22.	GRI 201: Economic Performance 2016 GRI 201-1: Direct economic value generated and distributed
23.	GRI 2: General Disclosures 2021 GRI 2-25: Processes to remediate negative impacts
24.	GRI 3: Material Topics 2021 GRI 3-1: Process to determine material topics GRI 3-2: List of material topics GRI 3-3: Management of material topics a. describe

**Section B: Management and Process disclosures**

1.	GRI 2: General Disclosures 2021\GRI 2-23: Policy commitments
2.	GRI 2: General Disclosures 2021\ (e) 2-24: Embedding policy commitments
3.	GRI 2: General Disclosures 2021\ (e) 2-24: Embedding policy commitments
4.	No direct linkage

<sup>97</sup> [https://www.globalreporting.org/media/loqnxm/xe/sebi\\_brsb\\_gri\\_linkage\\_doc.pdf](https://www.globalreporting.org/media/loqnxm/xe/sebi_brsb_gri_linkage_doc.pdf)



**Section B: Management and Process disclosures**

5.	GRI 3: Material Topics 2021\GRI 3-3 Management of material topics
6.	GRI 3: Material Topics 2021\GRI 3-3 Management of material topics
7.	GRI 2: General Disclosures 2021\GRI 2-22: Statement on sustainable development strategy
8.	GRI 2: General Disclosures 2021\GRI 2-13: Delegation of responsibility for managing impacts
9.	GRI 2: General Disclosures\GRI 2-9: Governance structure and composition
10.	No direct linkage
11.	GRI 2: General Disclosures 2021\GRI 2-5: External assurance
12.	No direct linkage

**2. Alignment Of BRSR Section C<sup>98</sup>**

<b>BRSR</b>	<b>Page Number</b>	<b>GRI</b>	<b>SDG</b>
PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable – ESSENTIAL INDICATORS		GRI 2: General Disclosures 2021 -	Goal 16 : Peace & Justice Strong Institutions
		GRI 2-17: Collective knowledge of the highest governance body	
		GRI 2-23: Policy commitments	
		GRI 2-25: Processes to remediate negative impacts	
		GRI 2-27: Compliance with laws and regulations	
		GRI 3: Disclosures on material topics	
		GRI 3-3 - Management of material topics	
PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable – LEADERSHIP INDICATORS		GRI 205 - Anti-corruption	
		GRI 205-3: Confirmed incidents of corruption and actions taken	
		GRI 2-10: Nomination and selection of the highest governance body	
		GRI 2-15: Conflicts of interest	
		GRI 2-24: Embedding policy commitments	

<sup>98</sup> [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf)

BRSR	Page Number	GRI	SDG
Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe – ESSENTIAL INDICATORS		GRI 301: Materials 2016	Goal 6 : Clean Water & Sanitation
		GRI 301-2: Recycled input materials used	Goal 7 : Affordable & Clean Energy
		GRI 3: Management of Material Topics	Goal 8 : Decent Work & Economic Growth
		GRI 3-3: Management of material topics	Goal 10 : Reduced Inequality
		GRI 306-2 Management of significant waste-related impacts	Goal 12 : Responsible Consumption & Production
Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe – LEADERSHIP INDICATORS		GRI 3: Disclosures on material topics	Goal 13 : Climate Action
		GRI 3-3: Management of material topics	
		GRI 301: Materials 2016	
		GRI 301-2: Recycled input materials used	
		GRI 301-3: Reclaimed products and their packaging materials	
Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains – ESSENTIAL INDICATORS		GRI 306-2: Management of significant waste-related impacts	
		GRI 201: Economic Performance 2016	Goal 3 : Good Health & Well Being
		GRI 201-1: Defined benefit plan obligations and other retirement plans	Goal 4 : Quality Education
		GRI 2-25: Processes to remediate negative impacts	Goal 5 : Gender Equality
		GRI 2: General Disclosure 2021	Goal 8 : Decent Work & Economic Growth
		GRI 2-30: Collective bargaining agreements	Goal 9 : Industry, Innovation and Infrastructure
		GRI 3: Disclosures on material topics	Goal 11 : Sustainable Cities & Communities
		GRI 3-3: Management of material topics	
		GRI 401: Employment 2016	
		GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	
		GRI 401-3: Parental leave	
		GRI 403: Occupational Health and Safety 2018	
		GRI 403-1: Occupational health and safety management system	
		GRI 403-2: Hazard identification, risk assessment, and incident investigation	
		GRI 403-5: Worker training on occupational health and safety	
		GRI 403-6: Promotion of worker health	
		GRI 403-9: Work-related injuries	
		GRI 403-10: Work-related ill health	
		GRI 404: Training and Education 2016	
		GRI 404-1: Average hours of training per year per employee	
	GRI 404-2: Programs for upgrading employee skills and transition assistance programs		
	GRI 404-3: Percentage of employees receiving regular performance and career development reviews		



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Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains – LEADERSHIP INDICATORS		GRI 404: Training and Education 2016 GRI 404-2: Programs for upgrading employee skills and transition assistance programs GRI 3: Disclosures on material topics GRI 3-3: Management of material topics GRI 414: Supplier Social Assessment 2016 GRI 414-2: Negative social impacts in the supply chain and actions taken	
Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders – ESSENTIAL INDICATORS		GRI 2: General Disclosures 2021 GRI 2-29: Approach to stakeholder engagement GRI 3: Disclosures on material topics GRI 3-1: Process to determine material topics	Goal 5 : Gender Equality Goal 9 : Industry, Innovation and Infrastructure Goal 11 : Sustainable Cities & Communities Goal 16 : Peace & Justice Strong Institutions
Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders – LEADERSHIP INDICATORS		GRI 2: General Disclosures 2021 GRI 2-12: Role of the highest governance body in overseeing the management of impacts GRI 2-13: Delegation of responsibility for managing impacts GRI 3: Disclosures on material topics GRI 3-1: Process to determine material topics GRI 2: General Disclosures 2021 GRI 2-29: Approach to stakeholder engagement	Goal 5 : Gender Equality Goal 8 : Decent Work & Economic Growth
Principle 5 - Businesses should respect and promote human rights – ESSENTIAL INDICATORS		GRI 2: General Disclosures 2021 GRI 2-13: Delegation of responsibility for managing impacts GRI 2-19 Remuneration policies a. describe the remuneration policies for members of the highest governance body and senior executives GRI 2-21 Annual total compensation ratio GRI 2-23 Policy commitments GRI 2-24: Embedding policy commitments GRI 2-25: Processes to remediate negative impacts GRI 3: Disclosures on material topics GRI 3-3 Management of material topics GRI 202: Market Presence 2016 GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage GRI 205: Anti-Corruption 2016 GRI 205-2 Communication and training about anti-corruption policies and procedures GRI 403: Occupational Health and Safety 2018 GRI 403-5 Worker training on occupational health and safety GRI 404: Training and Education 2016	Goal 5 : Gender Equality Goal 8 : Decent Work & Economic Growth

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		GRI 404-1 Average hours of training per year per employee	
		GRI 405: Diversity and Equal Opportunity 2016	
		GRI 405-2 Ratio of basic salary and remuneration of women to men	
		GRI 406: Non-discrimination 2016	
		GRI 406-1 Incidents of discrimination and corrective actions taken	
		GRI 410: Security Practices 2016	
		GRI 410-1 Security personnel trained in human rights policies or procedures	
Principle 5 - Businesses should respect and promote human rights – LEADERSHIP INDICATORS		GRI 2: General Disclosures 2021	
		GRI 2-25 Processes to remediate negative impacts	
		GRI 3: Material Topics 2021	
		GRI 3-1: Process to determine material topics	
		GRI 3-3: Management of material topics	
		GRI 414: Supplier Social Assessment 2016	
		GRI 414-1 New suppliers that were screened using social criteria	
		414-2 Negative social impacts in the supply chain and actions taken	
Principle 6 - Businesses should respect and make efforts to protect and restore the environment – ESSENTIAL INDICATORS		GRI 302: Energy 2016	Goal 3 : Good Health & Well Being
		GRI 302-1 Energy consumption within the organization	Goal 6 : Clean Water & Sanitation
		GRI 302-3: Energy intensity	Goal 7 : Affordable & Clean Energy
		GRI 303: Water and Effluents 2018	Goal 13 : Climate Action
		GRI 303-1: Interactions with water as a shared resource	Goal 14 : Life below water
		GRI 303-3: Water withdrawal	Goal 15 : Life on land
		GRI 303-5: Water consumption	
		GRI 304: Biodiversity 2016	
		GRI 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
		GRI 305: Emissions 2016	
		GRI 305-1 Direct (Scope 1) GHG emissions	
		GRI 305-2: Energy indirect (Scope 2) GHG emissions.	
		GRI 305-4: GHG emissions intensity	
		GRI 305-5: Reduction of GHG emissions	
		GRI 305-7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
		GRI 306: Waste 2020	
		GRI 306-2 Management of significant waste related impacts	





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		GRI 306-3 Waste generated GRI 306-5 Waste directed to disposal GRI 2: General Disclosures 2021 GRI 2-27 Compliance with laws and regulations GRI 3: Material Topics 2021 GRI 3-3 Management of material topics GRI 413: Local Communities GRI 413-1 Operations with local community engagement, impact assessments, and development programs	
Principle 6 - Businesses should respect and make efforts to protect and restore the environment – LEADERSHIP INDICATORS		GRI 302: Energy 2016 GRI 302-1: Energy consumption within the organization GRI 303: Water and Effluents 2018 GRI 303-3 Water withdrawal GRI 303-4 Water discharge GRI 304: Biodiversity 2016 GRI 304-2 Significant impacts of activities, products and services on biodiversity GRI 304-3 Habitats protected or restored GRI 305: Emissions 2016 GRI 305-3 Other indirect (Scope 3) GHG emissions GRI 305-4 GHG emissions intensity GRI 308: Supplier Environmental Assessment 2016 GRI 308-1 New suppliers that were screened using environmental criteria	
Principle 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent – ESSENTIAL INDICATORS		GRI 308: Supplier Environmental Assessment 2016 GRI 308-1 New suppliers that were screened using environmental criteria GRI 308-2 Negative environmental impacts in the supply chain and actions taken GRI 3: Material Topics 2021, GRI 3-3 Management of material topics The organization shall report how it manages anti-competitive behavior	Goal 7 : Affordable & Clean Energy Goal 10 : Reduced Inequality Goal 11 : Sustainable Cities & Communities
Principle 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent – LEADERSHIP INDICATORS		GRI 2: General Disclosures 2021 GRI 2-28 Membership associations GRI 3: Material Topics 2021 GRI 3-3 Management of material topics The organization shall report how it manages anti-competitive behavior GRI 415: Public Policy 2016	

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Principle 8 - Businesses should promote inclusive growth and equitable development – ESSENTIAL INDICATORS		GRI 2: General Disclosures 2021	Goal 1 : No Poverty
		GRI 2-25 Processes to remediate negative impacts	Goal 3 : Good Health & Well Being
		GRI 3: Material Topics 2021	Goal 4 :
		GRI 3-3 Management of material topics	Quality Education
		The organization shall report how it manages local communities	Goal 6 : Clean Water & Sanitation
		GRI 204: Procurement Practices 2016	Goal 16 : Peace & Justice Strong Institutions
		GRI 204-1 Proportion of spending on local suppliers	Goal 17 : Partnerships to achieve the Goal
		GRI 413: Local Communities 2016	
Principle 8 - Businesses should promote inclusive growth and equitable development – LEADERSHIP INDICATORS		GRI 413-1 Operations with local community engagement, impact assessments, and development programs	
		GRI 3: Material Topics 2021	
		GRI 3-3 Management of material topics	
		GRI 413: Local Communities 2016	
Principle 9 - Businesses should engage with and provide value to their consumers in a responsible manner – ESSENTIAL INDICATORS		GRI 413-1 Operations with local community engagement, impact assessments, and development programs	
		GRI 417: Marketing and Labeling 2016	Goal 11 : Sustainable Cities and Communities
		GRI 417-1 Requirements for product and service information and labelling	
		GRI 418: Customer Privacy 2016	
		GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	
		GRI 3: Material Topics 2021	
Principle 9 - Businesses should engage with and provide value to their consumers in a responsible manner – LEADERSHIP INDICATORS		GRI 3-3 Management of material topics	
		GRI 417: Marketing and Labeling 2016	
		GRI 417-1 Requirements for product and service information and labelling	
		GRI 418: Customer Privacy 2016	
		GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	
		GRI 3: Material Topics 2021	
	GRI 3-3 Management of material topics		



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