

HEUBACH COLORANTS INDIA LIMITED
[formerly Clariant Chemicals (India) Limited]

Registered Office:
Rupa Renaissance, B Wing, 25th Floor
D-33, MIDC Road, TTC Industrial Area
Juinagar, Navi Mumbai – 400705. India
CIN: L24110MH1956PLC010806
www.heubach.com



September 1, 2023

To
BSE Limited
Corporate Relationship Department
1st Floor, New Trading Ring
Rotunda Building, P. J. Towers
Dalal Street, Mumbai - 400 001
Scrip: 506390

To
The National Stock Exchange of India Limited
Listing Department, Exchange Plaza,
5th floor, Plot No. C/1, G Block,
Bandra-Kurla Complex, Bandra (E),
Mumbai - 400 051
Scrip: HEUBACHIND

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

Dear Sir,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report (“BRSR”) of the Company for the FY 2022-23, which also forms part of the Annual Report for the FY 2022-23.

Kindly take the same on record and acknowledge the receipt.

Thanking you,

For Heubach Colorants India Limited

Amee Joshi
Company Secretary

Business Responsibility and Sustainability Report (BRSR)

SECTION A	General disclosures
SECTION B	Management and process disclosures
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
PRINCIPLE 2	Businesses should provide goods and services in a manner that is sustainable and safe
PRINCIPLE 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
PRINCIPLE 4	Businesses should respect the interests of and be responsive to all its stakeholders
PRINCIPLE 5	Businesses should respect and promote human rights
PRINCIPLE 6	Businesses should respect and make efforts to protect and restore the environment
PRINCIPLE 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
PRINCIPLE 8	Businesses should promote inclusive growth and equitable development
PRINCIPLE 9	Businesses should engage with and provide value to their consumers in a responsible manner

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L24110MH1956PLC010806
2.	Name of the Company	Heubach Colorants India Limited (Formerly known as Clariant Chemicals (India) Limited)
3.	Year of Incorporation	1956
4.	Registered office address	Rupa Renaissance, B Wing, 25th Floor D-33, MIDC Road, TTC Industrial Area Juinagar, Navi Mumbai 400705 India
5.	Corporate office address	Rupa Renaissance, B Wing, 25th Floor D-33, MIDC Road, TTC Industrial Area Juinagar, Navi Mumbai 400705 India
6.	E-mail	amee.joshi@heubach.com
7.	Telephone	022 20874406
8.	Website	www.heubach.com
9.	Financial year for which reporting is being done	FY 2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 230817980
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Ms. Ameer Joshi Company Secretary & Compliance Officer amee.joshi@heubach.com 022 20874406
13.	Reporting boundary	As the Company does not have any subsidiaries, the Business Responsibility & Sustainability Report has been prepared on standalone basis.

Business Responsibility and Sustainability Report (Contd.)

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 and sale of synthetic organic coloring matter	Manufacture of organic, pigment preparations, dyes and specialty materials for various applications	100

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

S. No.	Product/Services	NIC Code	% Of total turnover contributed
1	Manufacture of organic, pigment preparations, dyes and specialty materials for various applications	20114	87

III. Operations

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

S. No.	Location	Number of plants	Number of offices	Total
1.	National	3	2	5
2.	International	Nil	Nil	Nil

17. Markets served by the entity:

a. Number of locations

S. No.	Locations	Number
1.	National (Number of states)	27
2.	International (Number of countries)	4

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

Out of total turnover ₹ 76,641.66 Lakhs on standalone basis for the year 2022-23, the percentage of revenue from exports contribute to 36% (₹ 27,447.02 Lakhs).

c. A brief on types of customers

The Company supplies wide variety of products to diversified industries which include coating, corrosion protection industries, plastic manufacturers, printing, digital printing, special application product manufacturers. For more details, please visit website www.heubach.com and explore various product applications under the Products and Applications tab.

Business Responsibility and Sustainability Report (Contd.)

IV. EMPLOYEES

18. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	215	193	90%	22	10%
2.	Other than permanent (E)	18	14	78%	4	22%
3.	Total Employees (D+E)	233	207	89%	26	11%
WORKERS						
4.	Permanent (F)	279	276	99%	3	1%
5.	Other than permanent (G)	405	369	91%	36	9%
6.	Total Workers (F+G)	684	645	94%	39	6%

b. Differently abled Employees and Workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled Employees						
1.	Permanent (D)	Nil	NA			
2.	Other than Permanent (E)					
3.	Total Differently abled Employees (D+E)					
Differently abled Workers						
4.	Permanent (F)	Nil	NA			
5.	Other than permanent (G)					
6.	Total Differently abled Workers (F + G)					

19. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67
Key Management Personnel	3	1	33.33

20. Turnover rate for permanent employees and workers:

Particulars	FY 2022-23			FY 2021-22			FY 2020-21		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	3.57%	17.02%	4.20%	4.07%	9.30%	4.30%	4.95%	6.06%	4.99%
Permanent workers	5.64%	0%	5.59%	5.19%	0%	5.15%	3.89%	0%	3.87%

Business Responsibility and Sustainability Report (Contd.)

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

21. Names of holding / subsidiary / associate companies / joint ventures:

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Colorants International AG	Holding	36.56	No
2	Ebito Chemiebeteteiligungen AG	Holding	17.80	No

VI. CSR DETAILS

22. I. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- II. If yes, Turnover – ₹ 76,641.66 Lakhs
- III. Net worth – ₹ 43,242.26 Lakhs

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Company do have grievance redressal mechanism in place for each of the stakeholder group. The relevant policies are given in the below link: https://www.heubach.com/heubach-india/investor-relations-india-overview/policies/ Investor Relations Contact is given in the below link: https://www.heubach.com/heubach-india/investor-relations-india-overview/contact-and-investor-grievance/	Nil	Nil	Nil	Nil	Nil	Nil
Investors		Nil	Nil	Nil	Nil	Nil	Nil
Shareholders		18	Nil	Complaints from shareholders w.r.t non-receipt of dividend, share certificates, etc.	27	Nil	Complaints from shareholders w.r.t non-receipt of dividend, share certificates, etc.
Employees and workers		1	0	Nil	1	0	Nil
Customers		78	Nil	Nil	65	0	Nil
Value Chain Partners		Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	Nil	Nil	Nil	Nil	Nil	Nil	

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

S. No.	Material issue identified	Is it 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)
Environment					
1	Carbon emission	Risk	Higher carbon footprint of the products has negative impact on sales and revenue generation as customers are preferring lesser carbon footprint products.	Reduce carbon footprint of the products by switching from thermal energy to renewable energy, replacement of fossil fuels with renewable fuels. Conduct Life cycle Assessment (LCA) to assess carbon footprint of various pigment products.	Negative
2	Circular economy (Waste & Water Management)	Opportunity	Implementation of sustainable waste management practices promoting reduce, reuse and recycle, reduces the dependency on natural resources and also minimizes waste disposal related costs. 100% of treatment and reuse of treated wastewater in various industrial applications helps in mitigating water related risks and reduces the utility bills.	Practice segregation of waste and enhance the recycling of waste by identifying the end use applications. Deployment of suitable wastewater treatment technologies for improving the treated wastewater parameters for further utilization in various industrial applications by reducing the dependency on freshwater resources.	Positive
3	Sustainable Innovation	Risk	Changes in regulations preferring eco-friendly products with lesser environmental footprint brings the challenge to the company for revenue generation and business expansion.	Develop new products with lesser environmental footprint through research and development. Invest in research & development activities for producing new products.	Negative
Social					
4.	Occupational Health & Safety	Risk	Accidents and injuries to employees and workers at workplace negatively impacts the operations of the company and brand value.	Identification of occupational health & safety related risks and implementation of mitigation plan. Conduct regular training programs on health & safety to all employees and workers. Improvement in ergonomics and implement 5S at workplace to mitigate the health & safety related risks.	Negative

S. No.	Material issue identified	Is it risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Operations & Supply Chain	Risk	Inadequate utilization of production capacity leads to increase in operational expenditure and decrease the profit of the company. Absence of adequate supply chain management system could result in business disruptions affecting the continuous supply of products to the customers.	Assessment of supply chain related risks and implementation of mitigation plan for the identified supply chain related risks. Deploy sustainable supply chain management systems addressing the short term and long-term risks in the supply chain.	Negative
6.	Talent management	Risk	Lack of adequate manpower with required skills and expertise affects the productivity of the company	Implement suitable hiring system to attract talented employees. Retaining talented employees with required skill set and expertise.	Negative
Governance					
7.	Business Ethics	Risk	Non-compliance to policies and laws could affect the reputation of the company	Ensure strict adherence to and compliance to policies and laws. Conduct regular training programs on business ethics for all employees.	Negative
8.	Succession Plan	Risk	Inadequate succession plan poses new threats to the business continuity during transition phases.	Implementation of a robust leadership succession plan. Implementation of mitigation plans for business continuity risks during transition and other phases.	Negative

Business Responsibility and Sustainability Report (Contd.)

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. These are briefly as under:

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

POLICY AND MANAGEMENT PROCESSES

	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1.(a)	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1.(b)	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1.(c)	Web Link of the Policies, if available	Code of conduct (https://admin.heubach.com/wp-content/uploads/2023/05/New-Heubach-Code-of-Conduct.pdf) Vigil mechanism and whistle blower policy (https://admin.heubach.com/wp-content/uploads/2023/05/HCIL_Vigil-Mechanism-Policy.pdf) Code of conduct for the members of Board of Directors & Senior Members of Management (https://admin.heubach.com/wp-content/uploads/2023/02/HCIL_Code-of-Conduct-for-BoD-and-Senior-Management_2022_KY.pdf) Code for Independent Directors (https://admin.heubach.com/wp-content/uploads/2023/05/HCIL_Code-for-Independent-Directors.pdf) Corporate social responsibility policy (https://admin.heubach.com/wp-content/uploads/2023/02/HCIL_CSR-Policy_2022.pdf) Environment, Health & Safety, Anti-Bribery and Anti-Corruption policy and other relevant policies of NGRBCs are available on Company's intranet.								

Business Responsibility and Sustainability Report (Contd.)

	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 9001:2015 (Quality Management Systems) ISO 14001:2015 (Environmental Management Systems) ISO 50001:2018 (Energy Management Systems) UN Global Compact & the Chemical Industry Responsible Care Initiative Global labelling Mgt GLM Tool	ISO 45001:2018 (Occupational Health & Safety Management System)	Membership of Bombay Chambers of Commerce Indian Chemical Council	-	OEKO-TEX and Eco Passport Certification SDG Initiative	-	As per CSR rules defined under the Companies Act, 2013	-
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has adopted key material issues under Environment, Social & Governance (ESG) and aligned with the business strategy. The performance on ESG related commitments, goals and targets are assessed by the CSR and Risk Management committee and updated to the board on periodical basis. Company's goals and targets are provided below: Sustainable operational targets for the year 2030 considering the baseline year 2019 are: <ul style="list-style-type: none"> • Reduce water intake by 3% • Reduce wastewater generation by 10% • Reduce specific hazardous waste generation by 10% • Reduce specific energy consumption by 10% • Reduce specific CO2 direct emission by 10% • Reduce specific water discharge by 10% • Implementation of sustainable water management practices at the sites located in Roha, Cuddalore and Nagda. Company's sustainability strategy is based on 4 pillars i.e. Economic Performance (Innovation, Production quality, Product Safety), Environment (CO2 emission, waste, sustainable products), Social (Health & safety, HR policy, Human Rights) and Corporate Governance (Code of Conduct, Compliance, Collaboration).								
6	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Yes, the performance on ESG goals and other relevant details are disclosed in this Annual Report.								

Business Responsibility and Sustainability Report (Contd.)

GOVERNANCE, LEADERSHIP, AND OVERSIGHT

7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	ESG is core part of our Company's values. Our focus on ESG is very intense and bottom up. Our Safety metrics are tracked and managed frequently. We have made big strides on using renewable energy at our sites. We have also completed Product Carbon Footprint (PCF) for 13 of our products and working on more. We continue to drive ESH performance to be an industry leader.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Bharath R Sesha DIN: 01983066 Designation: Managing Director
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.	Yes, Corporate Social Responsibility (CSR) and Risk Management Committee of the Company is responsible for decision making and implementation of sustainability related commitments, goals and targets. The CSR and Risk Management Committee updates the status on implementation of sustainability aspects to the board of directors periodically. The Company has an internal frameworks/Committees to monitor the effective implementation of sustainability related policies.
10	Details of Review of NGRBCs by the Company	
	Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee
		P1 P2 P3 P4 P5 P6 P7 P8 P9
1	Performance against above policies and follow up action	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes
2	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes
	Subject for Review	b. Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)
		P1 P2 P3 P4 P5 P6 P7 P8 P9
1	Performance against above policies and follow up action	The business responsibility policies are periodically reviewed by the department heads, plant heads and Board of Directors on an annual basis. During these assessments, the adequacy of the policies are reviewed and adequate changes to policies, procedures and internal controls are implemented accordingly.
2	Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	The Company is compliant with all statutory requirements and applicable laws. There were no instances of non-compliance in the reporting period.

Business Responsibility and Sustainability Report (Contd.)

11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		The evaluation and assessment of policies are carried out periodically by an internal audit committee and group company auditors, risk management committee, CSR committee and the respective department heads to identify the improvement areas and updated to board of directors for necessary amendments. Independent assessment is carried out by an external agency on need basis.								
12.	If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:									
	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
2	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
3	The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
4	It is planned to be done in the next financial year (Yes/No)									
5	Any other reason (please specify)									

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

Principle 1: Business should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

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

S. No.	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training	% Of persons in respective category covered by the awareness programmes
1	Board of Directors	5	Code of Conduct, Regulation 23 of SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015 in relation to RPTs and recent amendments, BRSR disclosure requirements, Talent management, Familiarization programme, Prohibition of Insider Trading Policy, SOP for Compliance Mechanism under SEBI Insider trading Regulations. *The Various regulations, circulars, guidelines, press releases etc. are also discussed by the Board of Directors	100%
2	Key Managerial Personnel	5	Code of Conduct, Regulation 23 of SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015 in relation to RPTs and recent amendments, BRSR disclosure requirements, Talent management, Familiarization programme, Prohibition of Insider Trading Policy, SOP for Compliance Mechanism under SEBI Insider trading Regulations. *The Various regulations, circulars, guidelines, press releases etc. are also discussed by the Board of Directors.	100%

Business Responsibility and Sustainability Report (Contd.)

S. No.	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training	% Of persons in respective category covered by the awareness programmes
3	Employees other than BoD and KMPs	13	Code of Conduct, Golden Rules, Lock Out Tag Out (LOTO-TO), First Aid, Fire Fighting, Product & Process Quality, 5S (Sort, Set in Order, Shine, Standardize, Sustain), Operations management, Environment Management Systems, Communication Skills, General Safety, Leadership skills, Reporting skills	100%
4	Workers	11	Code of Conduct, Golden Rules, Lock Out Tag Out (LOTO-TO), First Aid, Fire Fighting, Product & Process Quality, 5S in Health and Safety (Sort, Set in Order, Shine, Standardize, Sustain), Operations management, Technical Skills, General Safety	100%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators / law enforcement agencies / judicial institutions in FY 2022-23:

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/Fine	Nil		Not Applicable		
Settlement					
Compounding fee					
Non-Monetary					
Imprisonment	Nil		Not Applicable		
Punishment					

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

The Company has adopted the Anti- Bribery and Anti-Corruption policy (ABC policy) which covers all employees and third parties with whom the Company engaged in business activities. Under ABC policy, the Company is implementing the principles of the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the UK Bribery Act 2010, the US Foreign Corrupt Practices Act (FCPA), the Prevention of Corruption Act 1988 (as applicable in India) and all equivalent local laws affecting the Company. ABC policy is available in company's intranet.

Business Responsibility and Sustainability Report (Contd.)

5. No of Directors/KMPs/Employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:

	Segment	FY 2022-23	FY 2021-22
1	Directors	Nil	Nil
2	Key Managerial Personnel	Nil	Nil
3	Employee	Nil	Nil
4	Workers	Nil	Nil

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

	Segment	FY 2022-23		FY 2021-22	
		Number	Remarks	Number	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
2	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not Applicable

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
7	Code of Conduct, Golden Rules, Lock Out Tag Out (LOTO-TO), First Aid, Fire Fighting, Product & Process Quality, General Safety,	100%

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

Yes, the Company is having an appropriate system and practices to avoid conflict of interest at board level. A separate code of conduct is available for the Board of Directors and Senior Management to ensure that they do not engage in any business, relationship or activity which might be detrimentally conflict with the interest of the company. In case, there is likely to be a conflict of interest, the concerned director must make full disclosure of all facts and circumstances. The board is collectively responsible for decision making on conflict of interest disclosed to the board on any business decisions, where any of the directors are involved.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

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

S. No.	Segment	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
1	R&D	Nil	Nil	Not Applicable
2	Capex	₹ 1688.54 Lakhs	₹ 2064.41 Lakhs	Disclosed in HCL's Annual Report for the year FY 2022-23

Business Responsibility and Sustainability Report (Contd.)

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

Yes

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

100%

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 Company is implementing sustainable waste management practices in all facilities through prioritizing reduce, reuse and recycle of waste wherever possible and dispose the residual waste fractions in safe manner. Plastic waste, other hazardous waste and other non-hazardous waste is being generated from the plant operations. Plastic waste is either recycled or co-processed, non-hazardous waste is composted, and hazardous waste is either incinerated or landfilled based on the type and composition of the waste.

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.

Yes, Extended Producer Responsibility (EPR) is applicable as per the Plastic Waste Management Rules, 2016 and subsequent amendments. The Company has already obtained Plastic Waste EPR Authorization from the Central Pollution Control Board (CPCB) and the waste collection plan is in line with the EPR targets given by the CPCB.

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?

NIC Code	Name of Product/ Services	% 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.
20114	13 Azo pigments				Refer the weblink for details https://www.heubach.com/sustainability-at-heubach-group/sustainable-solutions/

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.

Name of Product/Service	Description of the risk / concern Action Taken	Description of the risk / concern Action Taken
	Not Applicable	

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).

Not Applicable. The Company do not use any kind of reuse or recycle materials for manufacturing of various pigment products.

Business Responsibility and Sustainability Report (Contd.)

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)						
E-waste	Please refer response to question no. 8, essential indicators under Principle Number 6					
Hazardous waste						
Other Waste						

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 % of total products sold in respective category
Plastic Waste	More than 90%

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

ESSENTIAL INDICATORS

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

Category	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)
Permanent Employees											
Male	193	193	100%	193	100%	NA	NA	NA	NA	NA	NA
Female	22	22	100%	22	100%	22	100%	NA	NA	NA	NA
Total	215	215	100%	215	100%	22	100%	NA	NA	NA	NA
Other than Permanent Employees											
Male	14	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	4	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	18	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	Total (A)	% Of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	276	276	100%	276	100%	NA	NA	NA	NA	NA	NA
Female	3	3	100%	3	100%	3	100%	NA	NA	NA	NA
Total	279	279	100%	279	100%	3	1%	NA	NA	NA	NA
Other than permanent workers											
Male	369	369	100%	346	93.77%	NA	NA	160	43.36%	NA	NA
Female	36	36	100%	36	100%	14	38.89%	NA	NA	NA	NA
Total	405	405	100%	382	94.32%	14	3.46%	160	39.51%	NA	NA

Business Responsibility and Sustainability Report (Contd.)

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

	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	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
1	PF	100%	100%	Yes	100%	100%	Yes
2	Gratuity	100%	100%	Yes	100%	100%	Yes
3	ESI	NA	62.72%	Yes	NA	65.19%	Yes
4	Superannuation	40.77%	NA	Yes	48.76%	NA	Yes
5	After Retirement Medi-Claim	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, 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, all offices and plants of the Company are accessible to differently abled employees.

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.

The code of conduct of the Company provides for an Equal Opportunity Policy to promote diversity and do not tolerate any form of discrimination based on gender, racial or ethnic origin, religion, belief, disability, age, sexual identity or other differences that make each of us a unique individual. We offer equal opportunities during the recruitment, employment, promotion and development of our employees. Furthermore, we believe in creating a truly inclusive organizational culture where differences are valued and leveraged. The Company's policy is available at <https://admin.heubach.com/wp-content/uploads/2023/05/New-Heubach-Code-of-Conduct.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate (%)	Retention Rate (%)	Return to work Rate (%)	Retention Rate (%)
Male	Nil	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

	Yes/No (If yes, then give details of the mechanism in brief)
1 Permanent workers	<p>Yes, The Company's Whistle Blower Policy applicable to all directors, officers, employees and third parties of the Company to report concerns or misconduct on violation of the code through a vigil mechanism, a secured reporting mechanism administered by the Chairman of the Audit Committee.</p> <ul style="list-style-type: none"> Bringing the violation or concern to the attention of their local supervisor, or any member of local management, as appropriate Informing the Country Compliance Officer, Legal Counsel, or Human Resources (HR) Manager Making a direct report (in a sealed envelope) addressed to Audit Committee <p>The Company ensures confidentiality in the entire process of grievance redressal protecting the identity and grievance related information. The grievance will be routed and redressed through site head at plant locations and through human resources department or line manager in the corporate office. The Company's Whistle Blower policy is available at https://admin.heubach.com/wp-content/uploads/2023/05/HCIL_Vigil-Mechanism-Policy.pdf</p>
2 Other than Permanent Workers	
3 Permanent Employees	
4 Other than Permanent Employees	

Business Responsibility and Sustainability Report (Contd.)

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

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/A)	Total employees / Workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	215	Nil	NA	176	Nil	NA
Male	193	Nil	NA	162	Nil	NA
Female	22	Nil	NA	14	Nil	NA
Total Permanent Workers	279	191	68%	275	157	57.09%
Male	276	191	69%	273	157	57.51%
Female	3	Nil	NA	2	Nil	NA

8. Details of training given to employees:

Category	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)
Employees										
Male	193	193	100%	193	100%	162	162	100%	8	5%
Female	22	22	100%	22	100%	14	14	100%	Nil	NA
Total	215	215	100%	215	100%	176	176	100%	8	5%
Workers										
Male	276	276	100%	1	0.4%	273	273	100%	7	3%
Female	3	3	100%	Nil	NA	2	2	100%	Nil	NA
Total	279	279	100%	1	0.4%	275	275	100%	7	3%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	193	193	100%	162	162	100%
Female	22	22	100%	14	14	100%
Total	215	215	100%	176	176	100%
Workers						
Male	276	NA	NA	273	NA	NA
Female	3	NA	NA	2	NA	NA
Total	279	NA	NA	275	NA	NA

10. Health and Safety Management System:

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

Yes, The Company has implemented Occupational Health & Safety Management System covering 100% of all sites including both employees and contractors.

Safety is a value at the Company, hence it is non-negotiable. The Company is successful because its employees go back from work as healthy and safe as they entered the workplace, every single day. Next to being a value, the Company feel an obligation towards the dear ones of employees, contractor, guest & visitors, in providing a safe workplace. The facilities of the Company have been certified by ISO 45001 certification and periodic audits are conducted on occupational health and safety (OH&S) management system.

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 Company is having a detailed process/mechanism mentioned under health hazards section in the Environmental, Health & Safety (EHS) guidelines to identify & evaluate work related hazards and assess risks on a routine and non-routine basis. An appropriate system is in place to strengthen the systems, processes and existing controls based on the identified risks for all activities within the premises of the organization.

As part of Company's ambition in building and sustaining a Safe workplace in all plants and offices, the company have started conducting an event **"Tag the Unsafe @ 48 hr"**, across all its Manufacturing Sites, Commercial offices, Warehouses and labs.

An effort of Red Tagging the Unsafe (Condition, Situation, Act & Behaviour) is going to alert employees and workers on a safety hazard contributing to Company's goal to make **"Together we make Heubach Injury Free"**.

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

Yes, the Company is having the procedure of reporting the unsafe conditions and hazards as well as near miss incidents. The employees are having authorization to take action to maintain working area free from hazards.

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

Yes, the Company is having full-fledged occupational health center with medical officer and supporting staff to take care of the overall physical and mental well-being of all employees and workers.

11. Details of Safety related incidents:

	Safety Incident/Number	Category	FY 2022-23	FY 2021-22
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
		Workers	0	0
2	Total recordable work-related injuries	Employees	0	0
		Workers	0	0
3	No. of fatalities	Employees	0	0
		Workers	0	0
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace:

- The Company has taken several measures for improving ergonomics and implemented 5S at workplace that offers great opportunities to enhance efficiency, productivity and overall success. 5S stands for 5 key principles:
 - Sort: The first step is to eliminate unnecessary items from our workspaces.

- Set in Order: This principle focuses on arranging items in a logical and efficient manner.
- Shine: A clean and well-maintained workspace not only enhances visual appeal but also promotes safety and quality.
- Standardize: Standardization is key to maintaining efficiency and consistency throughout the organization.
- Sustain: The final principle emphasizes the need for continuous improvement and long-term sustainability. It involves creating a culture of responsibility and accountability, where each team member actively participates in upholding the 5S principles and continually seeks opportunities for improvement.

The implementation of 5S has resulted in:

- To eliminate waste, reduce unnecessary movement, and optimize workflows. This leads to increased productivity, shorter lead times, and improved customer satisfaction.
- To enhance safety: A clean and organized workspace reduces the risk of accidents, injuries, and potential hazards.
- To improve Quality: 5S promotes a culture of excellence by setting clear standards and ensuring adherence to them.
- Implementation of mitigation measures based on the identified work-related hazards.
- Awareness programs on practicing of best health & safety practices.
- Regular training of employees, workers and contractors in plant premises on health & safety management systems.

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

Category	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
Working Conditions	Nil	NA	NA	Nil	NA	NA
Health & Safety	Nil	NA	NA	Nil	NA	NA

14. Assessments for the year:

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

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.

Not Applicable

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?

Yes, all employees and workers are covered under the health insurance and accident insurance. Further, the permanent employees are also covered under term life insurance. The insurance amount for all categories of employee and workers will be paid to the nominee in the event of death.

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

The Company ensures that statutory dues as applicable are deducted and deposited in accordance with the regulations. This activity is also reviewed as part of the internal and statutory audit. The Company expects its value chain partners to uphold business responsibility principles and values of transparency and accountability.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Gender	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
Employees	Nil	Nil	NA	NA
Workers	Nil	Nil	NA	NA

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

In certain cases, there can be an extension of employment for retired employees. No other transition assistance programs are available.

5. Details on assessment of value chain partners:

	% Of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100
Working Conditions	100

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.

Not Applicable

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

ESSENTIAL INDICATORS

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

The stakeholders of the Company play an important role in achieving ESG related goals & targets and business resilience. The internal and external stakeholder identification has been carried out based on their importance, influence, impact on performance and services of the Company. The Company is having various communication channels with stakeholders such as periodical meetings, surveys, consultations etc., to capture the valuable insights and expectations of the stakeholders for aligning with the business strategy of the Company.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails, meetings, notice board, Website etc.	Monthly townhall meetings by MD, monthly cascade meetings by department leads	Purpose - Establish connect and sense of engagement within the employees. Key topics - Business performance, Key business updates, Challenges and achievements. Initiatives like - Employee engagement groups, HR Open House, Sales meets etc are also undertaken.

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
Suppliers and Vendors	No	E mail, meetings	Yearly	Company's policies, achievements, targets, sustainability improvements, business status & progress
Regulatory and statutory bodies	No	E mail, meetings	As per the requirement	Statutory Compliances
Shareholders	No	All important information relating to the Company, its performance, shareholding pattern, quarterly results, press releases and other information as per the SEBI Regulations are regularly posted on Company's website and also forwarded to the Stock Exchanges. The quarterly, half-yearly and annual Financial results of the Company are published in newspapers. Annual Report is circulated to the shareholders. Annual General Meeting is conducted once a year.	Periodic, Annually	Provide them the updates about the Company
Certifying and testing agencies	No	E mail, meeting	Annually	Statutory Compliances
Communities	Yes	Email, meetings, focused group discussions	Monthly	Implementation of CSR initiatives and projects

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.

The consultation with the identified stakeholders of the Company is carried out by conducting periodical meetings through CSR and Risk Management committees on periodical basis. The board is updated on quarterly basis based on the inputs received from various stakeholders on economic, environmental and social topics for further decision making.

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.

Yes, the inputs from the identified stakeholders were captured through surveys for identification of ESG material issues and preparation of sustainability strategy of the Company on 4 pillars i.e. Economic Performance (Innovation, Production quality, Product Safety), Environment (CO2 emission, waste, sustainable products), Social (Health & safety, HR policy, Human Rights) and Corporate Governance (Code of Conduct, Compliance, Collaboration). The feedback received from internal and external stakeholders is considered in amending the company's policies and aligning with the business strategy.

Business Responsibility and Sustainability Report (Contd.)

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

The Company is having dedicated Corporate Social Responsibility (CSR) committee to interact with vulnerable/marginalized stakeholder groups and identifies the need-based CSR initiatives and projects. Based on the concerns of the vulnerable/marginalized stakeholder groups, the Company implements CSR initiatives and projects through its CSR policy.

Principle 5: Businesses should respect and promote human rights**ESSENTIAL INDICATORS****1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	215	215	100%	176	176	100%
Other than permanent	18	18	100%	25	25	100%
Total employees	233	233	100%	201	201	100%
Workers						
Permanent	279	279	100%	275	275	100%
Other than permanent	405	405	100%	448	448	100%
Total workers	684	684	100%	723	723	100%

2. Details of minimum wages paid to employees and workers:

Category	FY 2022-23					FY 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)
Employees										
Permanent	215	0	0%	215	100%	176	0	0%	176	100%
Male	193	0	0%	193	100%	162	0	0%	162	100%
Female	22	0	0%	22	100%	14	0	0%	14	100%
Other than permanent	18	0	0%	18	100%	25	0	0%	25	100%
Male	14	0	0%	14	100%	19	0	0%	19	100%
Female	4	0	0%	4	100%	6	0	0%	6	100%
Workers										
Permanent	279	0	0%	279	100%	275	0	0%	275	100%
Male	276	0	0%	276	100%	273	0	0%	273	100%
Female	3	0	0%	3	100%	2	0	0%	2	100%
Other than permanent	405	0	0%	405	100%	448	0	0%	448	100%

Business Responsibility and Sustainability Report (Contd.)

Category	FY 2022-23					FY 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)
Male	369	0	0%	369	100%	411	0	0%	411	100%
Female	36	0	0%	36	100%	37	0	0%	37	100%

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

(₹ in Lakhs)

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)*	4	90.56	1	11.30
Key Managerial Personnel (Other than BoD)#	1	53.92	1	36.21
Employees other than BoD and KMP	213	19.96	20	16.92
Workers	279	6.63	3	3.54

*BoD includes Independent Directors.

#Mr. Jugal Sahu's remuneration (As CFO-August 9, 2022 to March 31, 2023) is included under KMP category only.

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

Yes

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

Yes, the Company is having a Whistle Blower Policy applicable to all directors, officers, employees and third parties to report concerns on violation of human rights through a vigil mechanism, a secured reporting mechanism administered by the Chairman of the Audit Committee. The redressal of grievances related to human rights, if any, is overseen by the internal compliance committee. The Company has adopted internationally recognized standards, such as the Universal Declaration of Human Rights, the Guiding Principles on Business and Human Rights and the ILO (International Labour Organisation) Declaration on Fundamental Principles and Rights at Work to redress grievances related to human rights.

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

Category	FY 2022-23		FY 2021-22	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	Nil	NA	1	Nil
Discrimination at workplace	Nil	NA	Nil	NA
Child Labour	Nil	NA	Nil	NA
Forced Labour/ Involuntary Labour	Nil	NA	Nil	NA
Wages	Nil	NA	Nil	NA
Other human rights related issues	Nil	NA	Nil	NA

Business Responsibility and Sustainability Report (Contd.)

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

The Company ensures the confidentiality on the matters pertaining to complainant in discrimination and harassment cases and have zero retaliation mechanism. Access and processing of data related to complainant are restricted to members of team investigating the matter and to those persons who are assigned the remediation processes.

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

Yes, the clauses related to human rights are included in the business agreements and contracts. All suppliers and service providers should accept the conditions related to human rights prior to execution of business agreements and contracts.

9. Assessments for the year:

Section	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/ Involuntary Labour	100%
Wages	100%

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

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

Not Applicable. The existing policies, processes and mechanisms addresses all kinds of human rights related risks and there is no such requirement for business process modification.

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

None

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

4. Details on assessment of value chain partners:

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

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

Business Responsibility and Sustainability Report (Contd.)

Principle 6: Businesses should respect and make efforts to protect and restore the environment**ESSENTIAL INDICATORS****1. Details of total energy consumption (in GJ) and energy intensity, in the following format:**

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (GJ)	79,647	92,860
Total fuel consumption (B) (GJ)	2,88,901	3,01,486
Energy consumption through other sources (C) (GJ)	56,685	66,668
Total energy consumption (A+B+C) (GJ)	4,25,233	4,61,014
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (in GJ/INR in Lakhs)	5.55	6.02

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

Not Applicable

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	229553	272952
(iii) Third party water	588867	803668
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	818420	1076620
Total volume of water consumption (in kiloliters)	818420	1076620
Water intensity per rupee of turnover (Water consumed in KL / turnover in ₹ Lakhs)	10.68	14.05

Business Responsibility and Sustainability Report (Contd.)

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

The Company is having 3 facilities in Roha, Nagda and Cuddalore. Among these 3 facilities, Nagda facility has implemented Zero Liquid Discharge Mechanism and in the remaining plants more than 80% of the water is being recycled.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
Nox	Tons/year	1.59	5.02
SOx	Tons/year	4.16	33.01
Particulate matter (PM)	NA	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA

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, Independent assessments were carried out by Hubert Envirocare Systems and Jubilant Pharma & Chemical Lab.

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

Parameter	Please specify units	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,550.24	2,045.56
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	11,578.75	15,156.06
Total Scope 1 and Scope 2 emissions per Lakhs of turnover		0.17	0.22

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

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

The Company has taken various initiatives for reducing green house gas emission and the details are provided below:

- Steam consumption optimized by
 - Weekly monitoring of steam network and steps initiated to replace defective steam traps by leak tag system
 - Target rationalized to reduce the steam consumption per ton of production
 - Regular Steam/Air Audits
- Utilities consumptions optimized by reducing consumption of electrical units per ton of production.
- Electricity consumptions optimized by:
 - Reduction of frequency with VFD for higher HP motor to get desired result without compromising quality and quantity.
 - Replaced conventional lights by energy efficient LED lights across site- Plants & offices while replacing defective lights.
 - Old air conditioners (AC) being replaced by new energy efficient AC and usage at optimized temperatures and set on & off system based on timer.
 - "Compressed Air audit" Conducted on weekly basis

Business Responsibility and Sustainability Report (Contd.)

- Replacing old motors by energy efficient motors
- Replaced old-damaged roof sheets with adequate transparent sheets to achieve abundant natural light
- Timer logic for stirrer operations for noncritical equipment
- VFD Based Air compressor to save electricity during load variation
- Use of Gravity flow for effluent handling instead of pumping
- Rearranged lighting switches from centralized to localized to switch off lights where not required, disposal of bi-products; instead of treating at site to reduce the energy consumption

4. Improved productivity resulting in energy saving:

- Higher batch size wherever possible
- Reduction in drying time at tray dryers and RVDs by optimizing drying temperature.

5. Steps taken by the Company for utilizing alternate sources of energy:

- Use of higher calorific value LPG in place of Bio Diesel for hot air generator, which resulted in environment benefit and also cost savings
- Installation of solar water heater for bathrooms on Site. Use of LSHS oil as fuel instead of furnace oil

6. The installation process of Solar Power Project for the Roha site has been finalized, and the solar power facility is currently in operation since May 2023. This achievement will cater to 55% of the site's electricity requirements through solar energy, thereby enhancing its sustainability efforts and contributing to a decreased emission of CO₂. As a whole, 75% of the site's energy needs will now be met by renewable sources.7. The Cuddalore site is progressing with its Hybrid Power Project, integrating both wind and solar energy sources. Agreements for this project have been finalized and the implementation phase is currently underway, with the anticipated outcome of generating renewable energy by November 2023. This initiative will address 60% of the power requirements through the Hybrid setup, contributing to enhanced sustainability and a consequent reduction in CO₂ emissions.

8. Cuddalore facility has switched from diesel to LPG fuel for spin flash dryers to reduce the green house gas emissions.

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

Parameter	FY 2022-23	FY 2021-22
	Total Waste generated (in MT)	
Plastic waste (A)	108.63	161.05
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	3219.27	3637.92
Other Non-hazardous waste generated (H)/. Please specify, if any.	1343.74	1440.37
Total (A+B + C + D + E + F + G + H)	4671.64	5239.34

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

No

Business Responsibility and Sustainability Report (Contd.)

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes):

Category of waste	FY 2022-23	FY 2021-22
	Total Waste generated (in MT)	
(i) Recycled	25.63	26.84
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	25.63	26.84

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

Category of waste	FY 2022-23	FY 2021-22
	Total Waste generated (in MT)	
(i) Incineration	298.82	99.37
(ii) Landfilling	1390.2	2531.32
(iii) Other recovery operations	2,956.99	2,581.71

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:

Waste generated at manufacturing sites is segregated into various types based on composition and potential industrial applications. Waste is reused and recycled wherever possible and residual fraction of waste is safely disposed through waste management agencies authorized by the pollution control board.

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, specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Plot No. 113/114 MIDC Dhatav Industrial Estate, Dhatav village, Roha Taluka, Raigad	Production	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1 (d) schedule B-2 Category project (New Co-generation Plant in the existing unit of the company in MIDC Dhatav.	SEIAA-EC-0000000510	November 6, 2018	Yes	Yes	https://ec.ecmpcb.in/login/download_ec_public/U0VJQUeTU1RBVEVNRU5ULTAwMDAwMDA3NjN8U0VJQUeTU1QVVRFUy0wMDAwMDAwNzlyfDE3NjQ=

Business Responsibility and Sustainability Report (Contd.)

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
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Yes, the Company is compliant with all applicable laws, regulations and guidelines and there are no non-compliances in the reported period.

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:

Parameter	Unit	FY 2022-23	FY 2021-22
From renewable sources			
Total electricity consumption (A)	NA	Nil	Nil
Total fuel consumption (B)	GJ	253570	256712
Energy consumption through other sources (C)	NA	NA	NA
Total energy consumed from renewable sources (A+B+C)	GJ	253570	256712
From non-renewable sources			
Total electricity consumption (D)	GJ	79647	92860
Total fuel consumption (E)	GJ	35331	44774
Energy consumption through other sources (F)	GJ	56685	66668
Total energy consumed from non-renewable sources (D+E+F)	GJ	171663	204302

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	207424	276290
(iv) Sent to third parties		
- No treatment	NA	NA
- With treatment – Tertiary treatment	510016	510016
(v) Others		
- No treatment (Used for gardening purposes)	NA	NA

Business Responsibility and Sustainability Report (Contd.)

Parameter	FY 2022-23	FY 2021-22
- With treatment – please specify level of treatment	4299	3812
Total water discharged (in kiloliters)	721739	790118

3. Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters) Yes

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

- Name of the area: Cuddalore
- Nature of operations: Manufacturing of pigments
- Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kiloliters)		
(i) To Surface water	NA	NA
(ii) Groundwater	229553	277952
(iii) Third party water	52605	115806
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kiloliters)	281258	393758
Total volume of water consumption (in kiloliters)	281258	393758
Water intensity per rupee of turnover (Water consumed / turnover)	3.67	5.13
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	207424	276290
(iv) Sent to third parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kiloliters)	207424	276290

Business Responsibility and Sustainability Report (Contd.)

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not Monitored	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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.

Not Applicable

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:

- Sustainable PCF and bio-based selected Azo &HPP product development for coating and plastic application
- Circular economy colour solution to Plastics industry :
 - Detectable black
 - PCR shade matching
 - Re-cycle range
 - Ok for compostable
- Biodegradable colour solution to H&PC
- Mass coloration of Lyocell fibre thereby reducing water consumption
- At Roha and Cuddalore we are using 85% Briquettes (green Fuel) used for manufacturing of steam since more than 18 years
- Using LPG instead of HSD for Spin Flash Dryers at Cuddalore facility from the past one year
- Company has invested in renewable energy projects to source more than 65% of the energy from the renewable sources in Roha and Cuddalore facilities through which 12 tons of carbon emission is reduced per year.

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

The company is having a risk and emergency management system where a comprehensive assessment of risks related to the operations and products is carried out as a pre-requisite to business processes. Emergency management plan is in place to mitigate business continuity and disaster management related risks. The detailed process and mechanism is available on Company's intranet.

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?

Not Applicable

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

70% of the value chain partners were assessed on environmental impacts by referring Ecovadis ratings of value chain partners.

Business Responsibility and Sustainability Report (Contd.)

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

ESSENTIAL INDICATORS

1. a. **Number of affiliations with trade and industry chambers / associations: 2**
- b. **List the top 10 trade and industry chambers / associations (determined based on the total members of such a 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	The Bombay Chambers of Commerce	State
2	Indian Chemical Council	National

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.**

Not Applicable

LEADERSHIP INDICATORS

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

S. 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
Nil					

Principle 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current FY 2022-23:**

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

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

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

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

The CSR committee periodically interacts with the communities to receive and redress grievances. The communities can also communicate their grievances to site level CSR team or to the corporate office via email. The site level team also regularly communicates with key stakeholders from the surroundings communities. The CSR team also implement necessary initiatives and projects through its CSR policy redressing the grievances of the communities.

Business Responsibility and Sustainability Report (Contd.)

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

Category of waste	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	14%	14%
Sourced directly from within the district and neighboring districts	10%	9%

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	

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 ₹)
Not Applicable			

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

No

- b. **From which marginalized /vulnerable groups do you procure?**

Not Applicable

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

Not Applicable

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				

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		

Business Responsibility and Sustainability Report (Contd.)

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1.	Infrastructure development in schools in Roha & Raigad	Approximately 15,000 persons benefitted from CSR programs in the reporting period	100%
2.	Women empowerment through distribution of sewing machines, domestic flour mills and sanitary pad vending machines in Roha, Raigad & Cuddalore		
3.	Evening learning centres in Cuddalore		
4.	Infrastrure development in hospitals in Cuddalore		
5.	Infrastructure development in schools in Cuddalore and Nagda		
6.	Conducted awareness programs for patients in cancer hospital		
7.	Conducted plantation drives in Roha		

Refer Annexure B of the Directors' Report for more details of CSR projects.

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner**ESSENTIAL INDICATORS****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback:**

The customer complaints are handled through QNS system in SAP Database. The Company is having an online customer complaints register and evaluation system is connected in System Application and Product Database. All registered complaints are shared with applicable area owner & quality managers who would analyze it and share the solutions with concerns. All these complaints are in reference with the quality safety, transportation issue, packing issue, environment issue, dispatch issues.

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

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

Category	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
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of /essential services	78	Nil	NA	65	Nil	NA
Restrictive trade practices	Nil	Nil	NA	Nil	Nil	NA
Unfair trade practices	Nil	Nil	NA	Nil	Nil	NA
Others	Nil	Nil	NA	Nil	Nil	NA

Business Responsibility and Sustainability Report (Contd.)

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

	Number	Reason for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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

No. Currently, the Company do not have framework/policy on cyber security and risks related to data privacy. The Company is planning to implement in future if required.

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

Not Applicable

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

Information on all products of Company is available on the website of the Company. Information can be accessed through the weblink <https://www.heubach.com/products/>.

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

Every consignment has been provided with necessary product details, Material Safety Data sheets(MSDS) which elaborates details on safe usage of various products manufactured by the Company.

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

Any disruptions in supply of products will be informed to customers on priority basis through sales team located across India.

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

Not Applicable

5. Provide the following information relating to data breaches:**a. Number of instances of data breaches along-with impact:**

No data breaches were found in the reporting period.

b. Percentage of data breaches involving personally identifiable information of customers:

Not Applicable

For and on behalf of the Board of Directors

Ravi Kapoor

Chairman
DIN (01761752)

Bharath R. Sessa

Managing Director
DIN (01983066)

Navi Mumbai, July 25, 2023