

14th July, 2023.

BSE Limited

Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400001.
Scrip Code: 532830

National Stock Exchange of India Limited

Exchange Plaza, C-1, Block G
Bandra Kurla Complex, Bandra (East)
Mumbai – 400051.
Trading Symbol: ASTRAL

Dear Sir/Madam,

Sub.: Submission of Business Responsibility and Sustainability Reporting

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

Kindly take the same on your record.

Thanking you,

Yours faithfully,

For Astral Limited

Manan Bhavsar
Company Secretary

Business Responsibility and Sustainability Report

SECTION A- GENERAL DISCLOSURES

I.	Details of the listed entity	
I-1.	Corporate Identity Number (CIN) of the listed entity	- L25200GJ1996PLC029134
I-2.	Name of the listed entity	- Astral Limited
I-3.	Year of incorporation	- 25/03/1996
I-4.	Registered office address	- "Astral House", 207/1, behind Rajpath Club, off S.G. Highway Ahmedabad Gujarat 380059 India.
I-5.	Corporate address	- "Astral House", 207/1, behind Rajpath Club, off S.G. Highway Ahmedabad Gujarat 380059 India.
I-6.	E-mail	- co@astralltd.com
I-7.	Telephone	- 079-66212000
I-8.	Website	- www.astralltd.com
I-9.	Financial year for which reporting is being done	- FY 2022 -2023
I-10.	Name of the Stock Exchange(s) where shares are listed	- Bombay Stock Exchange and National Stock Exchange
I-11.	Paid-up Capital	- ₹ 26,86,11,572
I-12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	- Mr. Manan Bhavsar 079-66212000
I-13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	- Standalone basis

II. Products/services

II-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 Activity	Manufacturing of Pipes, Fittings, Adhesives etc	98%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Plastic Pipes and Fittings	222	83%
2	Adhesives	202	17%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	21	13	34
International	NA	NA	NA

III-17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	33
International (No. of Countries)	31

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

1.14%

c. A brief on types of customers

Astral is in the building material segment. Astral primarily supplies to its Distributors and Infrastructure companies. Materials are used in plumbing, agriculture, sewerage, cable protection, industrial piping, water tank, fire pipes, adhesives, paints, faucets and sanitaryware.

IV. Employees

IV-18. Details as at the end of Financial Year: a. Employees and workers (including differently abled):

No	Particulars	Total(A)	Male		Female	
			No(B)	%(B/A)	No(C)	%(C/A)
Employees						
1	Permanent (D)	3,833	3,687	96.19%	146	3.81%
2	Other than Permanent (E)	96	89	92.71%	7	7.29%
3	Total employees (D + E)	3,929	3,776	96.11%	153	3.89%
Workers						
1	Permanent (F)	307	307	100%	0	0
2	Other than Permanent (G)	4,289	4,271	100%	18	0.42%
3	Total Workers (F + G)	4,596	4,578	100%	18	0.39%

IV-18. Details as at the end of Financial Year: b. Differently abled Employees and workers:

No	Particulars	Total(A)	Male		Female	
			No(B)	%(B/A)	No(C)	%(C/A)
Differently Abled Employees						
1	Permanent (D)	2	2	100.00%	0	0.00%
2	Other than Permanent (E)	1	1	100.00%	0	0.00%
3	Total differently abled employees (D + E)	3	3	100.00%	0	0.00%
Differently Abled Workers						
1	Permanent (F)	10	10	100.00%	0	0.00%
2	Other than Permanent (G)	0	0	0.0%	0	0.0%
3	Total Workers (F + G)	10	10	100.00%	0	0.00%

IV-19. Participation/Inclusion/Representation of women

	Total(A)	No. and percentage of Females	
		No(B)	%(B/A)
Board of Directors	8	2	25.00%
Key Management Personnel	2	0	0.00%

IV-20. Turnover rate for permanent employees and workers. (Disclose trends for the past 3 years)

	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15%	14%	15%	20%	17%	19%	25%	28%	25%
Permanent Workers	2%	0%	2%	8%	0%	8%	4%	0%	4%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**V-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	Astral Foundation	Subsidiary	100	No
2	Seal it Services Limited, UK	Subsidiary	95	No
3	Seal It Services INC, USA	Subsidiary	95	No
4	Astral Pipes Limited, Kenya	Joint Venture	50	No
5	Gem Paints Private Limited	Subsidiary	Board controlled Subsidiary of Astral Limited	No
6	Esha Paints Private Limited	Subsidiary	100% Subsidiary of Gem Paints Private Limited.*	No
7	Enterprise Software and technology services private Limited	Subsidiary	100 % Subsidiary of Gem Paints Private Limited *	No

*Wholly Owned Subsidiary of Board controlled Subsidiary i.e Gem Paints Private Limited.

VI. CSR Details

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

VI-22. (ii). Turnover (in ₹) – ₹ 4,611 crores

VI-22. (iii). Net worth (in ₹) – ₹ 2,678 crores

VII. Transparency and Disclosures Compliances**VII-23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://astralltd.com/investors/investors-contact/	0	0	-	0	0	-

VII. Transparency and Disclosures Compliances (Contd.)

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes https://astralltd.com/investors/investors-contact/	0	0	-	0	0	-
Shareholders	Yes https://astralltd.com/investors/investors-contact/	4	1	-	5	0	-
Employees and workers	Yes https://astralltd.com/investors/investors-contact/	Nil	Nil	-	Nil	Nil	-
Customers	Yes https://astralltd.com/investors/investors-contact/	Nil	Nil	-	Nil	Nil	-
Value Chain partners	Yes https://astralltd.com/investors/investors-contact/	Nil	Nil	-	Nil	Nil	-
Other (please specify)	Yes https://astralltd.com/investors/investors-contact/	Nil	Nil	-	Nil	Nil	-

VII-24. Overview of the entity's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

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	Information Protection	R	Absence of formalised IT policy and procedures may lead to data security and integrity issues. However, critical aspects such as access controls, physical and logical security etc. are closely monitored.	The company has defined IT policy and procedures which is being followed. Data Centre Access, Systems access are restricted to authorised personnel. Risk Management Committee constituted by the Board ensures that timely actions are taken on the actual and or potential threats to mitigate the adverse effects.	Negative

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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	Product Branding	R	Counterfeit Products introduced in Pipe segment by few corrupt players possess a risk to the company product and brand.	Implementing legal remedies against identified players coupled with continuous customer education and awareness on differentiation of original and counterfeit products. Company performs multiple branding activities and participates in various trade fairs to create awareness of the brand among stakeholders.	Negative
3	Occupational Health and Safety	R	Ensuring continuously health and safety of our workforce employee wellbeing is essential to achieving the overall growth of the organization.	Deploying various health and safety measures and initiatives as well as adhering to all the applicable safety standards. We have a Safety Committee at corporate office headed by a safety expert who is responsible for all safety related processes including training and awareness. We have in-house doctors available at Head office and plant for any immediate health assistance required. We periodically organize vaccination drives for all the employees.	Negative
4	Customer Awareness and Education	O	Customer education on product safety, standards, usage will enhance customer experience and safety knowledge, hence an opportunity.	-	Positive
5	Social Responsibilities	O	Astral recognizes responsibility to uphold the standard for a sustainable future. Utmost importance is given to various CSR initiatives for good health and wellbeing, education, conservation of wildlife, environment, and water.	-	Positive
6	Climate Change	O	Minimize GHG emissions and increase the proportion of renewable energy in our operations' total energy mix is an opportunity to contribute towards positive environmental impact.	-	Positive

SECTION B- MANAGEMENT AND PROCESS DISCLOSURES

Policy and management processes

Disclosure Questions	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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://astraltd.com/wp-content/uploads/2023/01/1668401160_business_responsibility_policies.pdf								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No. Astral Ltd. will explore ways of working with the value chain partners to extend the enlisted policies to them, where practically possible.								
4. Name of the national and international Codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>Astral Ltd. endeavours to gain as many accreditations with applicable quality and environmental standards and certifications as possible. The following certifications have been achieved and we will continue to explore more in the future. Collectively, all these certifications cover the 9 principles.</p> <ul style="list-style-type: none"> Quality Management System Certification ISO:9001 Environment Management System Certification ISO:14001 OHSAS (ISO:45001) BIS Certification for different type of products and at different plants like IS:4985, IS:7834, IS:10124 (PT-2), IS:9537 (PT-3), IS:3419, IS:12818, IS:13592, IS:14735, IS:15778, IS:17546, IS:16088, IS:14182, IS:12701, IS:16098 (PT-2), IS:13488, IS:4984, IS:15265, IS:16205 (PT-24), IS:9271, IS:15328, IS:16098 (PT-1) 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Astral Ltd. has not yet made any specific commitments, goals and targets but is considering it in line with its overall commitment to ESG principles.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>N.A.</p> <p>Once specific commitments, goals and targets are finalised as mentioned above, performance against the same will be monitored and reported.</p>								

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>We are pleased to share our first Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2022-23. The report will enable our stakeholders to know more about our efforts in ESG and our sustainability performance. Sustainability and inclusivity are ingrained in our DNA. We firmly believe that sustainability and profitability go together and in fact sustainability will positively influence our growth.</p> <p>We are committed to investing in low-carbon technologies and manufacturing processes that minimise the impact on the environment. We are focused on enhancing the environmental and social performance of our products. We are investing in renewable energy and further recycling of waste. We generate biomass fuel from renewable sources (rice husk) to use in our manufacturing processes and thus gradually reducing our reliance on fossil fuels. We remain committed to moderate water use and energy efficiency measures. Our energy intensity by turnover, water usage by turnover and greenhouse gas emissions by turnover have significantly reduced in the current year FY22-23 compared to the previous year FY21-22. We continue to explore ways and means to reduce this further.</p>								
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Governance, leadership, and oversight

We have also commissioned a purpose built ‘green building’ in Dholka, Gujarat using sustainable design principles and focusing on various social and economic parameters to inculcate sustainable practices and positively influence work environment. We are exploring ways of replicating this experience at our other workplaces.

We value the stability of our multi-stakeholder relationships. We have a very humane approach with our employees, workers, suppliers, customers, and other value chain partners. We ensure we engage very deeply with our employees and wider community and align that with our purpose. We have longstanding relationships with our vendors and turnover ratio of our employees is low. We are highly committed and focused on ensuring a highly safe working environment for our employees and workers whether in the office or in the manufacturing plant. We have strong grievance recording and redressal mechanisms in place. We have not received any complaints or grievances from our stakeholders due to a strong inclusive culture.

We have a strong track record of having robust governance practices which ensure transparency, accountability, and integrity. We have effective governance structures, committees, policies, and oversight processes to ensure an environment that is inclusive, engaged, and balanced. The ‘tone from the top’ is well and truly exhibited by the Board in all governance matters including ESG where it drives our ESG strategy, policies, implementation, and alignment with our purpose. The Board acknowledges that this is just the start of our long-term and evolving ESG journey and is committed for the long haul.

Thus, working on sustainability is imbibed in our ethos, and the same is reflected through our values and behaviour towards sustainability and stakeholders.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board supported by Executive Management
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.	Board supported by Executive Management

10. Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee.

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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually								

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.

No

Sr. no	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	-	-	-	-	-	-	-	-	-

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

N.A.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
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	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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.

Essential Indicators

EI-1. Percentage covered by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of directors	8	The training and awareness programs undertaken for the Directors covered business performance and operations, compliance status and regulatory updates, risk, and governance, and ESG performance.	100%
Key Managerial personnel	8	Key managerial personnel undertook training and awareness programs around changes in regulations and laws applicable to the Company to ensure full compliance.	100%
Employees other than BoD and KMPs	134	<ul style="list-style-type: none"> • POSH Act • ASTRAL Loyalty Program • HR for Non-HR • Employee Provident Fund • Finance for Non-finance • Environment Health & Safety Objectives/Key result areas in People Strong • My Product My Pride <ul style="list-style-type: none"> o Pex-a Pro o Aquarius o Opta o Faucets & Sanitaryware 	54%

EI-1. Percentage covered by training and awareness programmes on any of the Principles during the financial year:
(Contd.)

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
		<ul style="list-style-type: none"> • My Product My Pride-2 <ul style="list-style-type: none"> o Tele rex o CPVC Pro o Water Tank o Conduit/Wire Guard o Product Portfolio o D-rex • Interpersonal Skills • Kano Medal for Customer Service • 7Cs of Communication • Plan and Organize at Work • Leveraging MS Word • Leveraging MS Power Point • Leveraging MS Teams • E-mail & Outlook • Leveraging Power Point • Basic Excel Training • Office Management • MS Word and Power Point • MS Teams and Outlook • Professional Grooming • Folder Management • Data Management • Office Management • Approaches to Decision making through analytical thinking • Productivity enhancement program • Self-development • Leadership/Time management • Fearless Communication • Emotional Intelligence/Team Building/Leading A Team • Written Communication • Professional Development 	
Workers	131	<ul style="list-style-type: none"> • 5's Basic Training, • BBS Training, • CNC Training, • Counting Pipes, • Emergency preparedness, Fire Safety, • EHS Induction, • Fire Extinguisher operation, • First Aid Training, • General Safety Awareness, 	97%

EI-1. Percentage covered by training and awareness programmes on any of the Principles during the financial year:
(Contd.)

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
		<ul style="list-style-type: none"> • HIRA and Near Miss Reporting, • Injection Moulding Operations, • Lifting Techniques, • Material Handling with Safety, • Mock Drill, • Precaution for covid-19, • Road Safety & Safe Driving Awareness, • Use of PPT Kit and Its Importance, • Work Permit, • Time Management. • Problem Solving • Customer Orientation • Planning & organizing • Presentation Skill • Stress Management • Managerial Counselling • Human Centre Design Thinking 	

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

Monetary

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

Non-Monetary

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

EI-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.

N.A.

S. No.	Case Details	Name of the regulatory/enforcement agencies/judicial institutions
1	-	-

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

Yes, we have a well-developed anti-corruption and anti-bribery policy in place, and it has been effectively implemented within the organisation. The policy is aligned with one of our values about conducting operations with the highest ethical and business standards. All employees are required to comply with the policy in letter and spirit. The policy focuses on transparency in all areas of the business and avoiding corrupt practices at all costs. Violation of the policy will result in strict disciplinary action. Link to the policy is below.

https://astraltd.com/wp-content/uploads/2023/02/12.-Policy-on-Anti-Corruption_Bribery.pdf

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

Category	(Current Financial Year)	(Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Category	Number (CY)	Remarks (CY)	Number (PY)	Remarks (PY)
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

EI-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.

N.A.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe
Essential Indicators

EI-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.

Category	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	*	*	* Astral Ltd. believes in innovation and identifying sustainable ways of conducting business activities and hence has high expenditure in R&D and Capex areas. However, such expenditure incurred specifically to improve environmental and social impacts of products and processes have not been separately recorded. These will be separately recorded and reported in FY23-24. In the meantime, some of the initiatives that Astral Ltd. undertook in its R&D and Capex areas linked to environmental and social impacts are as below:
Capex	*	*	

- Different special testing equipment purchased to check various type of chemicals in very small qty on incoming stage which can save trial materials and prevents trial wastage.
- Developed specially designed faucets which can save water consumption.

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Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	307	237	77.20%	237	77.20%	0	0	0	0	0	0
Female	0	0	0.00%	0	0.00%	0	0	0	0	0	0
Total	307	237	77.20%	237	77.20%	0	0	0	0	0	0
Other than permanent Workers											
Male	4,289	0	0	4,289	100%	0	0	0	0	0	0
Female	18	0	0	0	0	0	0	0	0	0	0
Total	4,307	0	0	4,289	100%	0	0	0	0	0	0

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

Benefits	No. of employees covered as a % of total employees (CY)	No. of workers covered as a % of total workers (CY)	Deducted and deposited with the authority (Y/N/N.A.) (CY)	No. of employees covered as a % of total employees. (PY)	No. of workers covered as a % of total workers (PY)	Deducted and deposited with the authority (Y/N/N.A.) (PY)
PF	99%	100%	Y	99%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	9%	3%	Y	7%	6%	Y
Others - please specify	0	0	-	0	0	-

EI-3. 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, we have provided appropriate access for differently abled employees and workers.

EI-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, we are an equal opportunity employer and policy available on the company website.

EI-5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Safety Committee and Grievance Redressal Committee will receive the grievances under the statute at the Plant level and through the HR department
Other than Permanent Workers	Yes, these workers can raise their grievances through the contractor.
Permanent Employees	Yes, the employees can raise their concerns through their immediate reporting office, Grievance Redressal Committee and/or the HR department.
Other than Permanent Employees	NA

In case of a grievance, an employee may follow the reporting procedure as outlined in the escalation matrix below.

Level	Person responsible for Grievance Resolution	Resolution Time
1 st level reporting - Reporting of grievance by the employee in the first instance	Department Head or HR Representative	7 Days
2 nd level reporting - In case employee is not satisfied with the 1 st level authority, he/she can go ahead and report the matter to the next authority	Function Head or Senior HR Representative	7 Days
3 rd level reporting - In case employee is not satisfied with the 2 nd level authority, he/she can go ahead and report the matter to the next authority	Steering Committee (senior management representatives nominated by the MD)	7 Days

Grievance Escalation Matrix

- The aggrieved employee may approach the concerned person responsible via email, phone call or by requesting a meeting in person.
- However, the employee will be required to submit a written complaint/grievance to the person responsible so that action may be initiated.
- The persons responsible for grievance resolution shall record all case related proceedings in writing and maintain the same as record of case resolution.
- Resolution must be communicated to the employee as per defined timelines, failing which the employee may approach the next level as per Table 1 above.
- Once the case is closed by the Steering Committee, the decision shall be final and binding.
- Apart from this, we have the Whistle Blower Policy and POSH committee for any specific concerns.

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

Category	FY2022-23			FY2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	0	0	0	0	0	0
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0
Total Permanent Workers	0	0	0	0	0	0
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0

Company or employees/workmen do not have any association with unions or other associations.

EI-8. Details of training given to employees and workers:

Category	FY2022-23					FY2021-22				
	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	3,081	2,013	65%	3,000	97%	2,690	521	19%	1,169	43%
Female	110	68	61%	64	58%	90	17	19%	14	16%
Total	3,191	2,081	65%	3,064	96%	2,780	538	19%	1,183	43%

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EI-8. Details of training given to employees and workers: (Contd.)

Category	FY2022-23					FY2021-22				
	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)
Workers										
Male	305	232	76%	73	24%	308	185	60%	122	40%
Female	0	0	0	0		0	0	0	0	0
Total	305	232	76%	73	24%	308	185	60%	122	40%

EI-9. Details of performance and career development reviews of employees and workers

Category	FY2022-23			FY2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3,081	2,405	78%	2,690	2,152	80%
Female	110	72	66%	90	69	77%
Total	3,191	2,477	78%	2,780	2,221	80%
Workers						
Male	305	305	100%	308	308	100%
Female	0	0	0	0	0	0
Total	305	305	100%	308	308	100%

EI-10.a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?

Yes, an integrated management system has been implemented as per ISO9001, ISO 14001 and ISO 45001. From a coverage point of view, for ISO 9001 we have covered a total of 11 sites (Head Office, Santej, Santej Adhesive, Dholka, Hosur, Ghiloth, Sangli, Aurangabad, Sitarganj, Rania and Unnao) and for ISO 14001 & ISO 45001 we have covered 4 sites (Head Office, Santej, Dholka and Hosur Plant). We plan to increase our coverage in the coming year(s).

EI-10.b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Work related hazards and risks are identified and assessed as follow: (1) Process Hazards Analysis in terms of HIRA (2) Employee Participation through Safety Committee, Safety week celebration and other activities (3) Regular training imparted on different topics for awareness (4) SOP prepared for all activities, monitored and followed (5) Work Permit system in place (6) Regular Safety inspections carried out to identify unsafe actions and unsafe conditions (7) Near-miss reporting processes in place and monitored (8) Checklist available for all activities (9) Audit and compliance activities undertaken regularly (10) Safety committee meeting to oversee and monitor work-related hazard and near-misses.

EI-10.c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes

EI-10.d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Y/N)

Yes

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.40	0.52
	Workers	0.49	0.97
Total recordable work-related injuries	Employees	2	3
	Workers	6	10
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Statutory inspections and certifications are conducted for all equipment. Safety induction is provided to all employees and contract workers. PPEs are provided as per the requirements for all activities and PPE Matrix. Work permit system is implemented, and SOPs are prepared and implemented. HIRA is prepared to identify risk and hazards associated with the activities. Near-miss reporting and corrective action for a safe workplace is undertaken. Training is imparted as per training needs to all employees and workers. Emergency preparedness, Firefighting, First Aid & specific activities training is conducted. Mock drill is conducted, and MOC is implemented. Fire Extinguishers & Fire Hydrant systems are provided. Workplace monitoring is conducted, Regular safety inspection is conducted to identify and unsafe act and unsafe conditions. Dedicated safety officer and fire man is deputed at all Manufacturing Plants. Ambulance room/OHC is provided at Plant with paramedic medical staff. Safety week celebration are undertaken, and Awards are distributed for motivation of employees & contract worker in maintaining a safe environment. Training for 111A compliance, firefighting, first aid and scaffolding is provided.

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

	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	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

El-14. Assessments for the year:

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

El-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.

Corrective actions undertaken and implemented include accident investigations undertaken as per the SOP, preventative and corrective actions taken to stop recurrence, review of HIRA undertaken for minimize significant risk, and training imparted on relevant topics to increase awareness.

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

El-1. Describe the processes for identifying key stakeholder groups of the entity: The Company identifies its key stakeholders by developing an initial list of interested parties, considering historical concerns and relationships, and identifying individuals or groups that can influence or are impacted by the businesses.

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

S. No.	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
1	Customers	No	Meetings, Emails, Calls, Website, Advertisement, SMS, Digital Media	On-going	Product awareness and feedback, promotion of business loyalty and direct marketing, creation of brand recall value, training, grievance redressal, etc.
2	Employees	No	Meetings, Emails, Calls, Notice board, People-strong Portal	On-going	Employee engagement, communicating the policies and code of conduct, promotion of health and safety, employee retention, skill development, enhancing the productivity.
3	Investors	No	Meetings, Emails, Calls, Newspaper, Website, Digital Media	Quarterly and on-demand	Business transparency, business performance, assuring governance, investor complaints and redressals, future roadmap.
4	Suppliers and Vendors	No	Meetings, Emails, Calls, Website	On-going	Procurement of quality goods and services on timely basis, communicating supplier code of conduct, establishment of trust and interdependency.
5	Communities	No	Community meetings, Website, Pamphlets, Newspaper	On-going	Promoting upliftment of vulnerable communities, promoting health and education for the underprivileged, safeguarding of environment by conducting tree plantation, awareness drives, wildlife protection and preservation, skill development workshops, building infrastructure for education and health such as schools and hospitals in remote areas.
6	Governments	No	Emails, Website	On-going	Timely payment of taxation, filing of returns, assisting in assessment.
7	Regulator	No	Emails, Website, Regulatory portals	As per regulatory timeframe	Submission of quarterly and annual financials, regulatory forms.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

EI-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	3,191	1,353	42%	2,780	832	30%
Other than permanent	96	0	0%	90	0	0%
Total Employees	3,287	1,353	41%	2,870	832	29%

EI-1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format: (Contd.)

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)
Workers						
Permanent	305	179	59%	308	175	57%
Other than permanent	4,289	1,167	27%	3,693	0	0%
Total Workers	4,594	1,346	29%	4,001	175	5%

EI-2. Details of minimum wages paid to employees, in the following format:

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										
Male	3,081	672	22%	2,409	78%	2,690	685	25%	2,005	75%
Female	110	11	10%	99	90%	90	11	12%	79	88%
Other than Permanent										
Male	89	0	0	89	100%	84	0	0	84	100%
Female	7	0	0	07	100%	5	0	0	5	100%
Workers										
Permanent										
Male	305	101	33%	204	67%	308	107	35%	201	65%
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	4,289	3,817	89%	472	11%	3,693	3,339	90%	354	10%
Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	6	₹ 22,50,000	2	₹ 65,48,000
Key Managerial Personnel	2	₹ 2,48,30,711	0	₹ 0
Employees other than BoD and KMP	3,081	₹ 3,96,000	110	₹ 3,68,652
Workers	305	₹ 183,144	0	₹ 0

EI-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 Grievance Committee is the focal point.

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

The aggrieved employee may approach the Steering Committee or the Head of Department via email, phone call or by requesting a meeting in person. However, the employee will be required to submit a written complaint/grievance to the person responsible so that action may be initiated. The persons responsible for grievance resolution shall record all case related proceedings in writing and maintain the same as record of case resolution. Resolution must be communicated to the employee as per defined timelines, failing which the employee may approach the next level of authority. Once the case is closed by the Steering Committee, the decision shall be final and binding.

EI-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	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

We have implemented policies to inform and deter against any type of discrimination or harassment including to the complainant. These policies include the whistle-blower policy and policy to protect women from harassment. Our Grievance Redressal Committee, Steering Committee and the Whistle Blower Committee look into such matter with utmost confidentiality. Any person handling or dealing with any such complaint contravenes our internal policies relating to confidentiality shall be liable for penalty. Also, our whistle blower policy provides necessary safeguards to all whistle blowers and stakeholders.

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

Yes

EI-9. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% plants/depots and offices are assessed
Forced/involuntary labour	100% plants/depots and offices are assessed
Sexual harassment	100% plants/depots and offices are assessed
Discrimination at workplace	100% plants/depots and offices are assessed
Wages	100% plants/depots and offices are assessed
Others – please specify	0

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

We continuously ensure that only persons who are 18 years and over are only employed, employees only work voluntarily beyond normal working hours, and that employees are paid without any gender bias and equality is maintained.

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

Essential Indicators

EI-1. Details of total energy consumption (in Joules or multiples) and energy intensity.

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (in GJs)	3,59,285.93	3,13,913.07
Total fuel consumption (B) (in GJs)	67,015.24 *	51,844.36 *
Energy consumption through other sources (C) (in GJs)	51,719.15	51,035.60
Total energy consumption (A+B+C) (in GJs)	4,78,020.32	4,16,793.03
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	103.66 GJ/Crore	121.06 GJ/Crore
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

* This includes biomass fuel generated from renewable sources (rice husk). Total biomass fuel generated in FY 2022-23 is 20,848 GJs (33%) and in FY 2021-22 is 24,963.63 GJs (48%).

EI-1. 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

EI-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.

No

EI-3. Provide details of the following disclosures related to water, in the following format: Water withdrawal by source (in kilolitres)

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	1,03,953	1,05,355
(iii) Third party water	1,846	2,117
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,05,799	1,07,472
Total volume of water consumption (in kilolitres)	1,05,799	1,07,472
Water intensity per rupee of turnover (Water consumed/turnover)	22.95 KL/Crore	31.22 KL/Crore
Water intensity (optional) - the relevant metric may be selected by the entity. KL/of	-	-

EI-3. 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

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

Yes, zero liquid discharge mechanism is implemented. STP installed does recycle and reuse water as zero liquid discharge.

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

Parameter	Please specify unit	Current Financial Year	Previous Financial Year
NOx	Mg/Nm ³	14.25	13.41
SOx	Mg/Nm ³	28.55	24.30
Particulate matter (PM)	Mg/Nm ³	39.88	42.53

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

Parameter	Please specify unit	Current Financial Year	Previous Financial Year
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - please specify	-	-	-

EI-5. 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

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

Parameter	Unit	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	2,712.01	1,630.86
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	77,716.05	62,650.96
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/rupee of turnover	17.44 metric tonnes CO ₂ /Crore	18.67 metric tonnes CO ₂ /Crore
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent/of	-	-

EI-6. 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

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

Yes. Astral has initiated a project with CII, named as “Sustainable Workspaces and Indian Business Environment”. The objectives of this project are (1) quantify the impacts of sustainable design and practice on various social and economic parameters in a workplace (2) develop a matrix that translates the impacts into a comprehensive score that can be used by individual workplaces for self-assessment (3) identify the benchmarks for establishing the performance indicators for individual workplaces. In addition, Astral has also built a green building as one of its offices in Dholka, Gujarat and is exploring ways to replicate this at other sites.

EI-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 metric tonnes)		
Plastic waste (A)	0	0
E-waste(B)	0.628	0.619
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	11.31	3.51
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	294.92	42.56
Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)	1573.34	1505.65
Total (A + B + C + D + E + F + G + H)	1880.198	1552.339
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - E-Waste		
(i) Recycled	0.628	0.619
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0.628	0.619
Category of waste - Battery waste		
(i) Recycled	11.31	3.51
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	11.31	3.51

EI-8. Provide details related to waste management by the entity, in the following format: (Contd.)

Parameter	FY 2022-23	FY 2021-22
Category of waste - Other Hazardous waste		
(i) Recycled	277.01	24.08
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	277.01	24.08 *
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Other Hazardous waste. Please specify, if any		
(i) Incineration	0	0
(ii) Landfilling	13.84	20.03
(iii) Other disposal operations	0	0
Total	13.84	20.03 *
Category of waste - Other Non-hazardous waste generated		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	1,573.34	1,505.65
Total	1,573.34	1,505.65

* For previous year FY21-22, total 'other hazardous waste' recovered through recycling and disposed off in landfilling is 44.11 metric tonnes whereas the total 'other hazardous waste' generated in FY2021-22 is 42.56 metric tonnes. The difference of 1.55 metric tonne is the carry forward 'other hazardous waste' from FY2020-21 which was recycled and disposed off in landfilling in FY21-22.

EI-8. 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

EI-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.

Hazardous & Non-Hazardous waste is collected and either disposed or recycled as per Hazardous waste Management rules. No toxic chemicals are used in the manufacturing process.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	NA	-	-

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

S. No.	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	-	0	-	-	-	-

El-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.

Yes

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
1	NA	-	-	-

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

Essential Indicators

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

El-1.b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

S. NO	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Gujarat Chamber of Commerce and Industry	State
2	Confederation of Indian Industry	National
3	Federation of Indian Export Organization	National
4	Indian Plumbing Association	National

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

NA

S. No.	Name of authority	Brief of the case	Corrective action taken
1	-	-	-

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

SIAs have not yet been undertaken by the company and nor were they required as per the applicable laws. However, consideration will be given to undertaking these assessments in the future either as and when required by the applicable laws or in case of setting and achieving specific commitments, targets, or goals in relation to ESG.

S. No.	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
1	-	0	0	-	-	-

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

N.A.

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	0	0	0	0	0	0

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

The grievance redressal mechanisms stated in Principle 3 – Question EI-6 is applied to redress grievances from the community including the escalation matrix mentioned.

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

Category	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/small producers	9.96%	6.83%
Sourced directly from within the district and neighbouring districts	19.92%	17.20%

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

Essential Indicators

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

Customer can call our toll free number 18002337957, or visit our website to log or raise their concerns, or inform the Distributor who will raise the Ticket in the Distributor portal. The complaint raised will come to the Customer Care Department who will assign the complaint to the concerned field personnel. The field personnel will contact the customer to understand the complaint in detail. He/she will arrange to resolve the complaint at site. If required, he/she will collect the sample for QC lab test for materials and provide the test report to the customer. Based on this process, corrective action (if any) will be decided and implemented.

Adhesive division has a customer care number 7311103331 and a portal for complaint, query, suggestion, feedback which is wecare.astraladhesives.com where anyone can enter their comments. This portal then generates a ticket, and that requirement goes directly to the relevant department for action. Every ticket number has an escalation matrix and in case of delay in response, a direct notification is sent to the Head of Department.

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

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

*As Astral Limited produces and sells hundreds of products, and their packaging and labelling changes frequently to cater to customer need, this information has not been recorded. However, Astral Ltd. will commence to record this information from FY23-24 onwards.

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

	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	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

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

EI-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.

Yes. We have an internally published Information Security policy accessible to all employees on our HRMS portal under the section HRIS>Organisation Policy/SOP link.

EI-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.

N.A.