

September 01, 2023

To, BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400001 Scrip Code: 532967	To, National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex, Bandra (E), Mumbai - 400 051 Scrip ID: KIRIINDUS
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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 Annual Report for FY 2022-23.

We request to kindly take the same on records.

Thanking you,

Yours faithfully,

For Kiri Industries Limited

Suresh Gondalia
Company Secretary
M. No. : F7306
Encl: As stated

DYES

Plot No : 299/1/A & B, Phase-II, Nr. Water Tank, GIDC, Vatva,
Ahmedabad – 382 445, Gujarat, India.
Phone : +91-79-25894477
Fax : +91-79-25834960
Email : engage@kiriindustries.com **Web :** www.kiriindustries.com

INTERMEDIATES

Plot No : 396/399/403/404, EPC Canal Road, Village : Dudhwada,
Tal. : Padra, Dist. : Vadodara - 391450. Gujarat, India.
Phone : +91-2662-273 444
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CHEMICALS

Plot No : 552-A, 566, 567, 569-71, Village : Dudhwada, Tal. : Padra,
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BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

The BRSR framework is based on the National Guidelines for Responsible Business Conduct (NGRBC) and consists of three sections:

Section A provides a broad overview of the business, its offerings, business and operations footprint, employees, related parties, CSR and transparency.

Section B covers management and process disclosures related to the businesses aimed at demonstrating the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Section C demonstrate Company's performance in integrating the nine Principles of NGRBC and Core Elements with key processes and decisions.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24231GJ1998PLC034094
2.	Name of the Listed Entity	Kiri Industries Limited
3.	Year of incorporation	1998
4.	Registered office address	7 th Floor, Hasubhai Chambers, Townhall, Ellisbridge, Ahmedabad – 380006, Gujarat, India
5.	Corporate address	7 th Floor, Hasubhai Chambers, Townhall, Ellisbridge, Ahmedabad – 380006, Gujarat, India
6.	E-mail	info@kiriindustries.com
7.	Telephone	+91-79-2657 4371-72-73
8.	Website	www.kiriindustries.com
9.	Financial year for which reporting is being done	April 1, 2022 to March 31, 2023 (FY 2022-23)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	The paid-up equity share capital of the Company as of March 31, 2023, stood at ₹ 51.83 Crore consisting of 5,18,34,211 equity shares of ₹ 10/- each
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Suresh Gondalia, Company Secretary of the Company Email ID: info@kiriindustries.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a Standalone basis.

II. Products/ Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing and Trading of Dyes, Dyes Intermediates and basic Chemicals	100



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

Sr. No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Dyes Intermediates	2011	48
2	Dyes	20114	46
3	Basic Chemicals	2011	6

III. Operations

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

Locations	Number of Plants	Number of Offices	Total
National	4	4	8
International	0	1	1

17. Markets served by the entity:

a. Number of Locations

Locations	Number
National (No. of States)	12
International (No. of Countries)	48

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

The Contribution of exports is 43.21% of the total turnover of the Company.

c. A brief on types of customers

The Company distributes its products through dealer and distributor network. The Company's products cater to the Chemical, Dyes, Dyes Intermediates, Pharma, Paper and Textile industries. In case of Dyes, the customer segment is textile manufacturers, leather manufacturers, dying, finishing etc. In case of Dyes Intermediates, the customer segment is various manufacturers of reactive dyes mainly in domestic market. Basic Chemical segment caters to the customers in dyes intermediates and pharma industries at domestic level.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

Sr No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	949	925	97.47	24	2.53
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total Employees (D+E)	949	925	97.47	24	2.53
Workers						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than Permanent (G)	517	469	90.72	48	9.28
6.	Total Workers (F+G)	517	469	90.72	48	9.28

b. Differently abled Employees and Workers:

Sr No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1.	Permanent (D)	3	3	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled Employees (D+E)	3	3	100	0	0
Differently Abled Workers						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled Workers (F+G)	0	0	0	0	0

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.29
Key Management Personnel	5	0	0.00

20. Turnover rate for permanent employees and workers:

	FY 2022-23 (%)			FY 2021-22 (%)			FY 2020-21 (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26.20	29.63	26.31	14.58	11.11	14.50	13.33	11.11	13.27
Permanent Workers	Not Applicable								

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

21. Names of Holding / Subsidiary / Associate Companies / Joint Ventures:

Sr. No.	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
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Refer to Annexure-A (Form AOC-1) of Directors' Report FY 2022-23 for information on Holding/Subsidiary/Associate Companies/ Joint Ventures

VI. CSR Details

- 22. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes
- (ii) Turnover (in ₹): ₹ 1,13,679.65 Lakhs for FY 2021-22
- (iii) Net worth (in ₹): ₹ 62,068.08 Lakhs for FY 2021-22



VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (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		NIL	NIL	NIL	NIL	NIL	NIL
Investors (other than shareholders)		NIL	NIL	NIL	NIL	NIL	NIL
Shareholders		NIL	NIL	NIL	NIL	NIL	NIL
Employees and workers	Yes, http://www.kiriindustries.com/general-shareholders-information/	NIL	NIL	NIL	NIL	NIL	NIL
Customers	http://www.kiriindustries.com/general-shareholders-information/	11	NIL	Complaints received were related to quality of the products. All the complaints received during the year have been resolved.	5	NIL	Complaints received were related to quality of the products. All the complaints received during the year have been resolved.
Value Chain Partners		NIL	NIL	NIL	NIL	NIL	NIL

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Water Management	Risk	Increased water consumption and constrained water supply are among the most critical global risks. Considering our dependency on water for the viability of our operations, we have identified it as a material risk for us.	The Company's Intermediates facility has Zero Liquid Discharge (ZLD) facilities and in future the Company is planning to make all its manufacturing facilities to run through ZLD. Following the treatment process, we endeavour to maximize the utilization of the treated water for internal purposes whenever feasible, promoting sustainable water management practices. Further, the Company was awarded as Best Effort for Water Conservation in Year 2023.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Community Development	Opportunity	Community development activities help the Company to create a positive impact on society by undertaking meaningful interventions to bring significant benefits to large sections of society.	The Company is dedicated to generate sustainable opportunities for underprivileged communities through initiatives such as enhancing education, promoting sustainable livelihoods, fostering a healthy society, and supporting rural infrastructure development.	Positive
3.	Health and Safety	Risk	In chemical industry, failure to ensure Health & Safety can directly impact people and community and disrupt the operations	<ul style="list-style-type: none"> ▪ Provision and maintenance of fire detection, alarm and suppression systems ▪ Employee engagement campaigns on health & safety topics ▪ Regular training on occupational health & safety to sensitize employees <p>Further, the Company was awarded as Industrial Safety Award in year 2018 and as Behaviour based Safety Approach for "Health, Safety & HIV Prevention" at World of Work in year 2023.</p>	Negative
4.	Diversity, Equity and Inclusion (DEI)	Opportunity	To be on top of our innovation culture, we need diversity of thought, ideas, and perspectives. Focus on DEI helps to create better trust with employees which helps them in turn to perform better. Diversity, Equity, and Inclusion allows us to be more reflective of the society that we live in, provide opportunities to include people from all walks of life, respect our differences, foster socio-economic inclusion and help marginalized communities.	---	Positive



Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Employee Practices & Benefits	Risk & Opportunity	<p>Risk - Employee development programmes and provision for employee benefits could be considered as incurred expenses to the Company.</p> <p>Opportunities- Structured employee development and engagement programmes accelerate the work satisfaction of the Company. Thereby enhancing the performance and Company's top-line. An enhanced collaboration amongst the team members lead to better communication, trust, talent pipeline, understanding of Company's long term corporate goals and priorities and improved employee retention.</p>	<p>We are committed to enhance knowledge and leadership quotient of our employees through constant training and development. Refresher training for existing employees sharpens their skills required to ensure smooth operations.</p>	Negative & Positive
6.	Responsible Supply Chain	Risk	<p>Organizations are under increased pressure from shareholders, customers, and regulators to mitigate environmental, social and governance (ESG) risk exposures within their supply chain. Not having sustainable supply chain management practices, a Company may be exposed to more risks including labour disruptions, workforce health and safety incidents, human rights issues, and shortages of raw materials.</p>	<p>The Company has responsible Supply Chain Mechanism and also has a standard operating procedures for approving vendors. Materials are procured from approved vendors both local and international.</p>	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section describes the structures, policies and processes aligned to nine principles of business responsibility.

These briefly are as follows:

P1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability
P2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
P3	Businesses should promote the wellbeing of all employees including those in their value chain
P4	Businesses should respect the interests of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
P8	Businesses should support inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
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
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	http://www.kiriindustries.com/investors/								
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)	N	N	N	N	N	N	N	N	N
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustees) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO9001:2015, ISO14001:2015, ISO45001:2018, Global Organic Textile Standard (GOTS), Bluesign System Partner, Zero Discharge of Hazardous Chemicals (ZDHC) Registration								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	N	N	N	N
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements – At Kiri Industries Limited, we have embarked on a journey of incubating sustainability across all our business verticals. We are committed to integrate ESG principles into the businesses which is central to improving the quality of life of the communities we serves. We shall ensure adherence of our business values through our business conduct. We shall respect code of conducts developed to make business more resilient. Our main targets shall be integrating quantified ESG targets in existing system so that we can discharge our responsibility towards society as a responsible leading player in the sector. We aim to minimize the environmental impacts of our business operations and rejuvenate through green tech and innovation for emission reduction, increasing renewable power, managing water, and waste recycling initiatives with a clear roadmap. To achieve our ESG targets, we have made our dyes intermediates facility zero liquid discharge. Diversity in the workforce is part of our culture and our various programmes and initiatives towards equity and inclusion have helped us enhance gender diversity, foster an equal and inclusive workplace for our employees and create good working environment. We have been actively engaging our resources in CSR volunteering activities by providing a platform to interact with local communities with a sense of purpose and satisfaction. Our CSR projects focus on Education, Health & Wellness, Livelihood and Women Empowerment.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Manish Kiri Designation: Chairman and Managing Director DIN: 00198284 Email ID: info@kiriindustries.com								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related	The Company does not have a specific Committee. However, periodic joint assessments are carried by the Chairman and Managing Director along with key employees and functional heads of the Company. These joint assessments focus on the environmental and social issues, how these issues impact the continuity of the business and the way forward to deal with them.								
10. Details of Review of NGRBCs by the Company:									
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y
Compliance with statutory requirements of relevance to the principles, and rectifications of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y
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								
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated	Not applicable. All the principals are covered by policies at Kiri Industries Limited.								

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**

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

Segment	Total number of training and awareness programmes held	Topics/ principals covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	Familiarization programmes are carried out by way of notes or presentations on various topics/ areas.	100
Key Managerial Personnel			
Employees other than BoDs and KMPs	2	Familiarise with the Company's business, health, safety and to appraise about Company's policies	100
Workers	2	Familiarise with the Company's productions, health & safety.	100

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (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					
	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					
Settlement			NIL		
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/ No)
Imprisonment					
Punishment			NIL		

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

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

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. The Company has Anti-Corruption and Anti-Bribery Policy which is a part of Human Resource Management Policy. The Company has a zero tolerance policy towards the giving and receipt of bribes, and of bribery and corruption



in any form. The policy provides the ethical guidelines and expectations for conducting business on behalf of the Company, its subsidiaries and affiliate Companies. It applies to all employees; any consultant, representative, agent or subcontractor acting on the Company business, whether in a paid or unpaid capacity; any board member or adviser, whether in a paid or unpaid capacity and suppliers and vendors of the Company.

The policy can be viewed at: <http://www.kiriindustries.com/investors/>

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

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

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
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. 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 have a Code of Conduct (“CoC”) for Directors and Senior Management Personnel that details out the processes in place to avoid and manage conflict of interest. Any situation that involves, or may reasonably be expected to involve, a conflict of interest with the Company shall be disclosed promptly to the Company Secretary. Accordingly, the Company receives periodic / ongoing declarations from its Board members, on the entities they are interested in and ensures requisite approvals, as required under the statute as well as the CoC of the Company, are in place before transacting with such individuals / entities.

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.

	FY 2022-23 (%)	FY 2021-22 (%)	Details of improvements in environmental and social impacts
R&D	6	7	Reduction in quantum of extraction of ground water by reusing/ recycling in-house treated water and is not required to discharge water used during the manufacturing process.
Capex	4	11	

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

Yes, the Company has responsible Supply Chain Mechanism and also has a standard operating procedures for approving vendors. Materials are procured from approved vendors both local and international. The Company has long standing business relations with regular vendors and the requirements of Business Integrity, Human Rights (labour standards), Health and Safety and Sustainable environmental standards in their business activities, production processes, services provision and their own purchasing procedures apply to all suppliers and their sub-tier suppliers.

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

35%

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 has in-house facilities to recycle its waste generated through manufacturing process and is continuously striving to optimise the process. The Company’s Intermediates facility has Zero Liquid Discharge (ZLD) facilities and in future, the Company is planning to make all its manufacturing facility to run through ZLD.

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.

Not applicable. The Company manufactures products which are input materials for our customers who in turn finally manufactures the finished products. Therefore, these products packaging materials becomes pre-consumer plastic waste to our customers who recycle it through certified recyclers.

Leadership Indicators

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2022-23 (%)	FY 2021-22 (%)
Spent Sulphuric Acid	2.12	1.99
Spent Hydrochloric Acid	0.43	0.37
Acetic Acid	0.62	0.65
Glaubber salt	0.38	0.37

2. 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 products sold in respective category
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Quantity of reclaimed products is very negligible. Reclaimed products are sold as low grade products.



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	% 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 Employees											
Male	925	208	22.49	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	24	4	16.67	NIL	NIL	24	100.00	NIL	NIL	NIL	NIL
Total	949	212	22.34	NIL	NIL	24	2.53	NIL	NIL	NIL	NIL
Other than Permanent Employees											
Male											
Female	Not Applicable										
Total											

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care Facilities	
	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
Permanent Workers											
Male											
Female	Not Applicable										
Total											
Other than Permanent Workers											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	0	Y	100	0	Y
Gratuity	100	0	N.A.	100	0	N.A.
ESI	77.66	0	Y	83.51	0	Y
Others- Please specify	--	--	--	--	--	--

3. Accessibility of workplaces -

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

Yes, we have taken a comprehensive approach to ensure accessibility for differently abled employees in all aspects of our infrastructure. The premises and offices are designed with keeping in mind the accessibility of 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 Company has established a Manpower Planning and Recruitment Policy, which is a part of Human Resource Management Policy, which ensures non-discrimination on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (includes color, nationality and ethnic origins), religion, sexual orientation, handicapped and on the basis of any illness. All the employees have equal chance to apply for any internal job postings or promotions and training opportunities at the workplace. By adhering to the policy, the Company shall give equal opportunity and equal pay without any discrimination with respect to the employment and occupation, in line with principles of UN Global compact. Our policy can be accessed at <http://www.kiriindustries.com/investors/>.

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				
Female				NIL
Total				

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.

	(If Yes, then give details of the mechanism in brief)
Permanent Workers	The Company has established a Grievances Policy, which is a part of Human Resource Management Policy, to facilitate employees and workers to communicate /raise voice for their concern/ dissatisfaction/ complaints in a constructive way and in orderly manner and resolve the same to maintain a cordial work place atmosphere. They are encouraged to talk to each other to resolve their problems. If, after communicating with each other, the problem is not resolved, they can communicate informally with their direct supervisor who try to discuss the matter and resolve it by having an informal meeting. When they are unable to do so, they should refer to the HoD/ HR department. If the grievance relates to a supervisor behaviour that can bring disciplinary action, employees should refer directly to the HoD /HR department or the next level supervisor. The HR department ask employees/ workers to fill out a grievance form or submit application, organize conciliation procedures, investigate the matter, communicate the formal decision to all employees involved and take all necessary actions to resolve the matter effectively. Further, they have rights to file an appeal on any formal decisions with Managing Director.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

There are no workers or employees in the Company who are part of any Association or Union.



8. Details of training given to employees and workers:

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	925	537	58.05	0	0	1120	661	59.01	0	0
Female	24	18	75.00	0	0	29	8	27.59	0	0
Total	949	555	58.48	0	0	1149	669	58.22	0	0
Workers										
Male	469	314	66.95	0	0	637	287	45.05	0	0
Female	48	0	0	0	0	52	3	5.70	0	0
Total	517	314	60.73	0	0	689	290	42.08	0	0

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
Employees						
Male	925	925	100	1120	1120	100
Female	24	24	100	29	29	100
Total	949	949	100	1149	1149	100
Workers						
Male	469	469	100	637	637	100
Female	48	48	100	52	52	100
Total	517	517	100	689	689	100

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 recognizes and accords highest priority to safety and well-being of its employees and other relevant parties. The Company's dyes manufacturing unit is ISO 45001:2018 Occupational Health and Safety (OHS) Management System with 100% coverage as on March 31, 2023. The safety and health management system covers all manufacturing locations, offices, laboratories and supply chain partners. We ensure health, safety and well-being of our employees, contractors, visitors and stake holders.

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 has a comprehensive Risk Assessment plan, Onsite emergency plan and Disaster management plan for all its manufacturing locations. The Company has well defined hazard & risk identification, assessment, control, documentation, monitoring and reviewing process to prevent incidents, injuries, occupational disease, emergency control & prevention and continuity of plant operations. Hazard & risk assessment considers roles and responsibilities, monitoring control measures, competency training and awareness of employees and workers associated with such activities.

Before starting of any activities, our qualified and experienced safety team identifies the routine and non-routine hazards, carry out risk assessment and management through Hazard identification and risk assessment (HIRA), Job safety analysis (JSA), Standard Operating Procedure (SOP). On day to day basis unsafe conditions and hazards are identified by our safety team during plant safety round and through safety checklists. The closure of the same is tracked during safety committee meeting and during internal safety audits to ensure risk control at work place.

The Company has carried out Quantitative Risk Assessment, HAZOP study, Safety audits, onsite emergency and disaster management plan by internal as well as external agencies for all its production plants.

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

Yes. We encourage our workers to report work related hazards i.e. near miss incidents, injuries, unsafe conditions and unsafe acts through reporting to our safety committee members, which are being analysed during safety committee meetings. Tool box talk, work permit system and regular training is mandatory for all workers to inform and train them regarding work related hazards and remove themselves from such risks.

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

Yes. All eligible employees are covered under ESI scheme. All production plants have in-house occupational health centres with qualified factory medical officers.

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	2	1
	Workers	0	2
Total recordable work-related injuries	Employees	2	1
	Workers	0	2
No. of fatalities	Employees	0	1
	Workers	0	0
High consequence work-related injury or ill- health (excluding fatalities)	Employees	0	0
	Workers	0	1

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The well-being and safety of our personnel hold paramount significance for us. The Company recognizes that Occupational, Health and Safety (OHS) and overall physical and mental wellbeing of its employees is integral to its success and growth aspirations. We engage with individuals at all levels of our workforce and work towards reinforcing a safety culture throughout all our Company’s operations. Our objective is to reduce incidents, minimize injuries, and consistently monitor the safety performance of our sites in order to provide safe workplace.

As part of our health and safety initiatives, we have put in place various measures in our facilities, a few of which are listed below:

- a. Provision and maintenance of fire detection, alarm and suppression systems
- b. Employee engagement campaigns on health & safety topics
- c. Regular training on occupational health & safety to sensitize employees

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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	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.

All incidents are investigated by safety committee members. Root cause analysis and investigation and corrective/preventive actions carried out to prevent recurrence of the same incident. This detailed investigation was reviewed by senior management. This incident investigation report was discussed during safety meetings and during tool box training to bring awareness among employees and workers to prevent its recurrence.

• **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, we provide wide range of benefits through ESI policy, workman compensation policy etc.

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

The Company periodically confirms with value chain partners to ensure timely deduction and deposit of statutory dues in accordance with applicable laws and regulations.

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

	Total number 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	0	0	0	0
Workers	0	1	0	1

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

Yes

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.

Identification of key stakeholders is being done as a part of intergraded management system. The relevant stakeholder identification exercise has been carried out by the senior management in consultation with different departments. The stakeholders are identified based on a group who can affect or be affected by the Company. The identified stakeholder includes both internal and external stakeholders relevant to the organisation. The key stakeholder for the organisation includes employees and workers, investors and shareholders, Government and regulators, vendors, customers and dealers, bank and financial institution, and the community.

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 & Workers	No	Email/ con-call/ meetings	Continuous engagement throughout the year	HR policies, Career progression, trainings, health, safety and engagement initiatives.
Shareholders & Investors	No	Email/ website/ newspaper/ con-call/ meetings	Quarterly/ need based	Corporate governance, Financial performance, Compliance, profitability and financial stability.
Customers	No	Email/ con-call/ meetings	Regularly	Product quality and availability, aftersales service, timeliness of delivery, responsiveness to needs.
Suppliers	No	Email/ con-call/ meetings	Regularly	Quality, timely delivery and payments, ESG consideration, Credit worthiness, Fair Business Practices.
Government and Government officials	No	Email/ con-call/ meetings legal submissions and approvals	Need based	Compliance, policy advocacy, timely contribution to local infrastructure, proactive engagement.
Bank and Financial Institutions	No	Email/meetings/call	Need based	Effective and timely payments and receipts, avail credit facilities, various bank accounts.

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	949	555	58.48	1149	679	59.09
Other than Permanent	Not Applicable					
Total Employees	949	555	58.48	1149	679	59.09



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			Not Applicable			
Other than Permanent	517	314	60.73	1027	455	44.30
Total Workers	517	314	60.73	1027	455	44.30

2. Details of minimum wages paid to employees and workers, 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	949	249	26.23	700	73.77	1149	237	20.62	912	79.38
Male	925	249	26.91	676	73.08	1120	235	20.98	885	79.02
Female	24	-	-	24	100.00	29	2	6.89	27	93.11
Other than Permanent										
Male										Not Applicable
Female										
Workers										
Permanent										
Male										Not Applicable
Female										
Other than Permanent	517	170	32.88	347	67.12	689	210	30.48	479	69.52
Male	469	159	33.90	310	66.10	637	198	31.08	439	68.92
Female	48	11	22.91	37	77.08	52	12	23.07	40	76.93

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

Gender	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD) ¹	4	₹ 156 Lakh	0	--
Key Managerial Personnel ²	2	₹ 28.02 Lakh	0	--
Employees other than BoD and KMP	920	₹ 3 Lakh	24	₹ 10.82 Lakh
Workers	469	₹ 0.22 Lakh	48	₹ 0.17 Lakh

Note:

1. BoD includes only Chairman & Managing Director, Whole-time Directors, who have drawn remuneration for the full FY 2022-23.
2. Key Managerial Personnel includes Chief Financial Officer and Company Secretary.

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

Yes

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

The Company is committed to provide a safe and positive work environment. In keeping with this philosophy, the organization has a Human Rights policy which is a part of Human Resource Management Policy. It applies to all the employees and to all locations where the Company conducts business and to all Company - sponsored events. Employees also have access to the HR team of the Company to whom they can highlight matters or concerns faced at the workplace.

Further, for that, the Company encourages any employee having complaints, concerns of suspected incidents, amongst others, unethical practices, violation of applicable laws and regulations, including the Integrity Code, PIT Code, and Fair Disclosure Code to promptly come forward and express them without any fear of retaliation. Violation of this policy or the refusal to cooperate will result in disciplinary action, up to and including termination and referral to the appropriate authorities.

6. 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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	NIL	NIL	NA	NIL	NIL	NA
Discrimination at work place	NIL	NIL	NA	NIL	NIL	NA
Child labour	NIL	NIL	NA	NIL	NIL	NA
Forced labour/ Involuntary labour	NIL	NIL	NA	NIL	NIL	NA
Wages	NIL	NIL	NA	NIL	NIL	NA
Other human rights related issues	NIL	NIL	NA	NIL	NIL	NA

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

The Company aims to provide a safe working environment and prohibits any form of discrimination/harassment or related retaliation against or by any associate. We have policies like Grievances Policy, Whistle blower and Policy on Prevention of Sexual Harassment (POSH) which intend to prohibit such occurrences and ensure that there are no adverse consequences when an associate reports a complaint on discrimination or harassment. The Company ensures that he/she would not be jeopardized, terminated, or retaliated against for reporting any Protected Disclosure under the Policy unless it appears that the complaint is materially and unambiguously abusive and/or malicious or false and also ensures complete confidentiality by discussing only to the extent or with the persons required for the purpose of completing the process and investigations. Victimization to be treated as a serious matter including initiating disciplinary action on such person/(s) that subjects or threatens to subject the other person to any detriment.

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

No



9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	None

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, as we have not come across any significant concerns from assessments conducted at our plant and offices.

• **Leadership Indicators**

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

The Company have not encountered any concern requiring a change in our business processes as a result of addressing human rights grievances/complaints.

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

No human rights due-diligence was conducted.

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

Yes, we have implemented specific provisions to cater to the needs of differently abled employees as well as visitors, in accordance with the Rights of Persons with Disabilities Act, 2016. We strongly advocate for equal opportunities for all individuals and recognize the significance of fostering a diverse and inclusive work environment. Our workplaces are designed to provide necessary assistance and support, including modifications to workstations or positions, to enable employees with disabilities to perform their job responsibilities.

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment

• **Essential Indicators**

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	TJ	4,40,06,879	6,61,28,207
Total fuel consumption (B)	TJ	3,51,88,881	4,52,47,044
Energy consumption through other sources (C)	-	-	-
Total energy consumption (A+B+C)	TJ	7,91,95,760	11,13,75,251
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	TJ/₹	0.01	0.01

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

During the year, no independent assessment/ evaluation/ assurance has been carried out by an external agency.

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 kilolitres)		
(i) Surface water	--	--
(ii) Groundwater	523198.90	748853.80
(iii) Third party water	3381.00	5300.00
(iv) Seawater / desalinated water	--	--
(v) Others – Reused/Recycled water	87181.05	113363.90
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	613760.90	867517.70
Total volume of water consumption (in kilolitres)	567534.04	672863.45
Water intensity per rupee of turnover (Water consumed /turnover in rupees)	9.6*10 ⁻⁵	6.0*10 ⁻⁵

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

During the year Environmental Audit have been conducted by GPCB approved Environmental Auditors for our dyes intermediates units.

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

The Company's Intermediates facility is Zero Liquid Discharge (ZLD) facilities and in future, the Company is planning to make all its manufacturing facility to run through zero liquid discharge. The main object of ZLD is to reduce water consumption.

Following the treatment process, we endeavour to maximize the utilization of the treated water for internal purposes whenever feasible, promoting sustainable water management practices. By adhering to these measures, we strive to minimize our environmental impact and contribute to the preservation of natural resources.

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

Parameter	Unit	FY 2022-23	FY 2021-22
NOx	MT	0.1915	0.1921
SOx	MT	0.8355	1.1245
Particulate Matter (PM)	--	--	--
Persistent Organic Pollutants (POP)	--	--	--
Volatile Organic Compounds (VOC)	--	--	--
Hazardous Air Pollutants (HAP)	--	--	--
Others – please specify	--	--	--

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

During the year, Environmental Audit have been conducted by GPCB approved Environmental Auditors for our dyes intermediates units.

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	6839	6897
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	4.57	1.48
Total Scope 1 and Scope 2 emissions per rupee of turnover		1.15*10 ⁻⁶	6.11*10 ⁻⁷



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

During the year, Environmental Audit have been conducted by GPCB approved Environmental Auditors for our dyes intermediates units.

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

No

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)	Nil	Nil
E-waste (B)	0.59	0.22
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	105528.40	137514.00
Other Non-hazardous waste generated (H)	Nil	Nil
Total (A + B + C + D + E + F + G + H)	105528.99	137514.22
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	36793.82	74043.69
(ii) Re-used	Recycled waste reused in process	Recycled waste reused in process
(iii) Other recovery operations	Nil	Nil
Total	36793.82	74043.69
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	10393.10	7875.40
(iii) Other disposal operations	58341.53	55594.94
Total	68734.63	63470.34

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

During the year Environmental Audit have been conducted by GPCB approved Environmental Auditors for our dyes intermediates units.

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.

At Company's all plants, various hazardous wastes are collected, stored and disposed of as per the Hazardous Wastes Management Rules 2016. Working area of all units is impervious to protect the soil contamination. Company's business practice governs by "Reduction, Reuse, Recycling and Recovery" principle with a strong emphasis on resource optimization. The Company is updating production process of the existing products for reduction in process time, cost of production and wastes right at the source and to develop environment friendly and non-hazardous new products. The Company ensures responsible waste management practice involving maximum quantity of recycling and reusing its co-products. The Company converts its wastes to value added products.

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:

Sr. 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.	GIDC, Vatva, Ahmedabad	Synthetic Organic Dyes and dyes intermediates	
2.	Village : Dudhwada, Taluka : Padra, District : Vadodara	Dyes intermediates manufacturing unit	Yes. All conditions of Consolidated Consents and Authorisation orders are complied with.
3.	Village : Dudhwada, Taluka : Padra, District : Vadodara	Basic Chemicals manufacturing unit	

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

No, since there is no new project started by the Company, no environmental impact assessment is required.

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.

The Company has complied with all the applicable environmental law/ regulations/ guidelines in India.

• Leadership Indicators

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Establishing dyes intermediate unit as Zero Liquid Discharge unit	We have established our dyes intermediates unit located at Village : Dudhwada, Taluka : Padra, District :Vadodara as Zero Liquid Discharge.	We have optimized reuse, recycle of treated water which in turn saves natural resource water.
2.	Dry scrubbing system	We have provided central dry scrubbing system for our coal fired boilers and thermic fluid heaters at dyes intermediates unit located at Village : Dudhwada, Taluka : Padra, District :Vadodara.	Reduction of SO ₂ concentration in source emissions generated from boilers and thermic fluid heater
3.	Installed and upgraded scrubbing system	We have installed and upgraded scrubbing systems at dyes intermediates unit located at GIDC, Vatva, Ahmedabad .	Reduction of source emissions from stacks/vents.
4.	Installed real time monitoring system	Installation of flow meters and web camera at final treated wastewater disposal/recycle line and connected it with GPCB server at all units located at Vatva and Padra.	Full proof system provided for wastewater disposal/ recycle point.

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

We have provided separate disaster management plan for all units of the Company. This plan comprises of geographical details of facilities available, Risk analysis and environmental Impact assessment, storage & process hazards and controls, effluent treatment methods and other controls, fire protection control method of major hazards, plant wise on-site action plan in case of various emergency, mutual aid arrangements, medical and safety services, key persons available along with phone numbers & addresses and other relevant information to combat the emergency.

The key objectives of the plan are to provide the frame work for an integrated multi – agency crisis response to a significant disaster incident within the Company, to define roles & responsibilities, preparedness for any emergency incident and to reduce the adverse impacts of an emergency incident.



3. 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?

There is no adverse impact to the environment due to business operations of the Company. Company's units in Vatva and Padra feature optimally effective in-house effluent treatment plants, conforming to GPCB's outlet norms. Company's units have always maintained the highest level of compliance with the rules and regulations of the Government of India, vis a vis Health, Safety and Environment Protection.

Their consistent adherence to zero effluent discharge products at dyes units and zero effluent discharge at dyes intermediates unit has gained the acknowledgement and appreciation of GPCB representatives, other government agencies and environmental groups.

At dyes intermediate unit, by-products are being recovered, recycled and re-used in process and leftover quantity sale to end users. Dyes intermediate unit has developed unique water reduction, recovery, recycling and reusing system. The Company has opted reverse osmosis technology for effluent recycling system at its dyes unit.

The Company takes pro-active measures for pollution prevention. Periodical internal evaluations are conducted backed by third-party i.e. an Environmental Auditor recognized by the GPCB.

The Company holds an ISO 14001:2015 Certification for Environment Management, for its dyes and dyes Intermediates division.

For emission minimization, adequate stack heights have been provided to all the flue gas stacks and process vents. Efficient air pollution control systems are installed in respective units and all are operated and maintained regularly to ensure adherence to GPCB's pollution control norms. At dyes plant, the Company opted bag type dust collector system for all spray dryers to abate air pollution.

Additional to air exhaust ventilators, the Company has provided scrubbing systems at dyes and dyes intermediate units to improve work place air quality. At all units, preventive maintenance of all valves, fittings, pumps and other equipment is carried out regularly to ensure that there are no spillages/leakages leading to fugitive emission.

Sulphuric Acid is manufactured through the Double Conversion Double Absorption (DCDA) system, ensuring that emissions stay way below than the updated limit of GPCB.

At Company's plants, various hazardous wastes are collected, stored and disposed of as per the updated Hazardous Wastes Management and Handling Rules 2016. The Company Working area of all units is impervious to protect the soil contamination. Proper housekeeping practices makes the system easier and less costly.

The Company believes that industrial development and environmental integrity are not mutually exclusive. Indeed, they should be two sides of a coin, each side being equally important components of the coin's value. The Company has developed policy of Duo-Eco-Growth i.e. economic growth encompassing ecological growth.

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.

Six (6)

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Bombay Chamber of Commerce & Industry	State
2	Gujarat Chamber of Commerce & Industry	State
3	Gujarat Dyestuff Manufacturers Association	State
4	Federation of Indian Export Organisations	National
5	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (CHEMEXCIL)	National
6	Associated Chambers of Commerce & Industry of India	National

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

Name of authority	Brief of the case	Corrective action taken
	Not Applicable	

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

• **Essential Indicators**

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

Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No such project require SIA in the current or previous financial year					

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

Sr. No.	Name of project for which R&R is ongoing	State	District	No. of Projects Affected Families (PAFs)	% 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.

We are committed to ensuring inclusive environment, where people are treated with dignity and respect, so that employees can bring their best selves to work. The community stakeholders have the facility of sharing their concerns with us via e- mail mentioned on our website. Based on their grievances, we take corrective action where required in consultation with the concerned persons.

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

	FY 2022-23 (%)	FY 2021-22 (%)
Directly sourced from MSMEs/ small producers	0.49	0.35
Sourced directly from within the district and neighbouring districts*	88.83	93.31

*Input material sourced from MSMEs is not considered in the calculation of input material sourced from within the district and neighbouring districts.

• **Leadership Indicators**

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

Details of negative social impacts identified	Corrective action taken
Not applicable	

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 Company has implemented well-defined systems to receive and address consumer complaints. Marketing department receives customers' complaint through dedicated email address. Resolving these complaint in a timely and efficient manner is a key priority for our business operations. Once the complaint received, marketing department registers that complaint in ERP system and then it is forwarded to the respective departments. They acknowledge the receipt of the complaint and are required to close the complaints within a specified timeframe. After receiving the reply from respective departments, the Marketing departments update the same with consumers and assure them that such type of errors will not happen in the future. This proactive approach has allowed the business to effectively address the concerns of their stakeholders and continuously enhance the consumer experience.

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

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



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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data privacy	NIL	NIL	NA	NIL	NIL	NA
Advertising	NIL	NIL	NA	NIL	NIL	NA
Cyber-security	NIL	NIL	NA	NIL	NIL	NA
Delivery of essential services	NIL	NIL	NA	NIL	NIL	NA
Restrictive Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Unfair Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Other	11	NIL	Complaints received were related to the Quality of the products. All the complaints received during the year have been resolved.	5	NIL	Complaints received were related to the Quality of the products. All the complaints received during the year have been resolved.

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

	Number	Reasons 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

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.

The Company maintains records of customers, customer's complaints, resolution of complaint in ERP system, which allowed access to authorised person only. There is no action taken by any regulatory authorities on safety of products.

• Leadership Indicators

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

The information can be accessed through our website, the link is <http://www.kiriindustries.com/our-products/>.

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

Technical booklets and Product Shade card are provided to the customers wherein usage & other data are available.

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

Not Applicable

For and on behalf of the Board of Directors

Manish Kiri

Chairman & Managing Director

DIN : 00198284

Place: Ahmedabad
Date: August 11, 2023