

(Annexure 'F' to the Board's Report)



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

Pursuant to Regulation 34(2)(f) of the SEBI Listing Regulations

The Directors present the Business Responsibility and Sustainability Report of the Company for the financial year ended on 31 March, 2023. In terms of Regulation 34 of the SEBI Listing Regulations read with the relevant SEBI Circulars, new reporting requirements on ESG parameters were prescribed under "Business Responsibility and Sustainability Report" ('BRSR'). The BRSR seeks disclosure on the performance of the Company against nine principles of the "National Guidelines on Responsible Business Conduct" ('NGRBCs'). As per the SEBI Circulars, effective from the financial year 2022-23, filing of BRSR is mandatory for the top 1000 listed companies by market capitalisation. Accordingly, for the financial year ended 31 March, 2023, the Company has published the Business Responsibility and Sustainability Report. The Company has taken a progressive step by adopting the new BRSR framework for its FY2022-23 report. This will help the Company to assess its readiness and to bring incremental change to report on all the requirements of BRSR framework including essential & leadership indicators. The Company is also continuing the practice of producing

sustainability disclosures through comprehensive Sustainability Report available in public domain.

The Business Responsibility disclosures in this Report illustrate the Company's efforts towards providing standardised set of disclosures on its ESG performance for all stakeholders to make informed decisions. This Report is aligned with National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVG-SEE) released by Ministry of Corporate Affairs. This report provides an overview of the activities carried out by the Company under each of the nine principles as outlined in above mentioned Guidelines. The disclosures covered in BRSR are covered in detail in the Company's Sustainability Report. The Board of Directors have approved the Sustainability Policy of the Company, and the Sustainability Report for FY'22 is available on the Company's website at <https://www.pcblltd.com/responsibility> while Sustainability Report for FY 2022-23 is under development. For doing the same, the Company is undertaking efforts to be more in accordance with globally renowned GRI standards.

SECTION A : GENERAL DISCLOSURES

i. > DETAILS OF THE COMPANY:


1.	Corporate Identity Number (CIN) of the Listed Company	L23109WB1960PLC024602
2.	Name of the Listed Company	PCBL LIMITED (Formerly known as 'Phillips Carbon Black Limited')
3.	Year of incorporation	31/03/1960
4.	Registered office address	31, N. S. Road, Kolkata-700001
5.	Corporate office address	RPSG House, 4th Floor, 2/4 Judges Court Road, Kolkata-700027
6.	E-mail	pcbl.investor@rpsg.in
7.	Telephone	033-40870500/0600
8.	Website	www.pcblltd.com
9.	Financial year for which reporting is being done	FY 2022-23
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	Rs. 37,74,62,604/-
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. Kaushik Mukherjee Company Secretary and Chief Legal Officer Email: - kaushik.mukherjee@rpsg.in Telephone: 033-40870500/0600
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the Company) or on a consolidated basis (i.e. for the Company and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures made under this report are on a Standalone Basis.

ii. > PRODUCTS / SERVICES

14.) Details of business activities : /

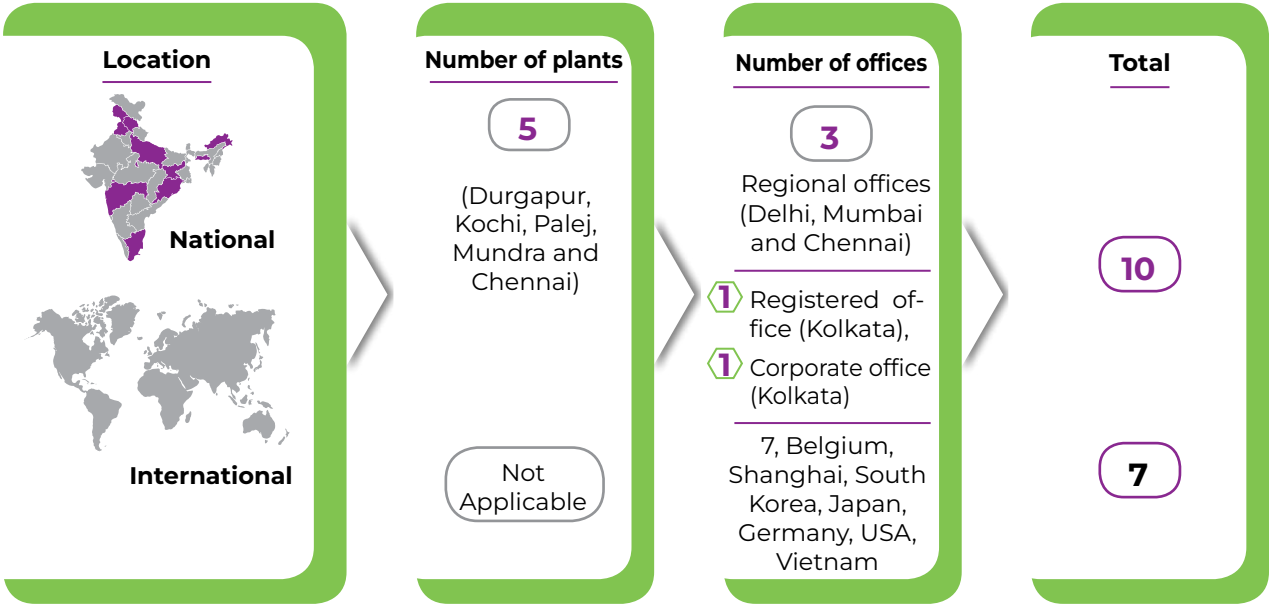
Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Company
1.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	95.88

15.) Products/Services sold by the Company: /

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	 Manufacturing of Chemicals for Tyre, Performance and Specialty applications	1920	95.88

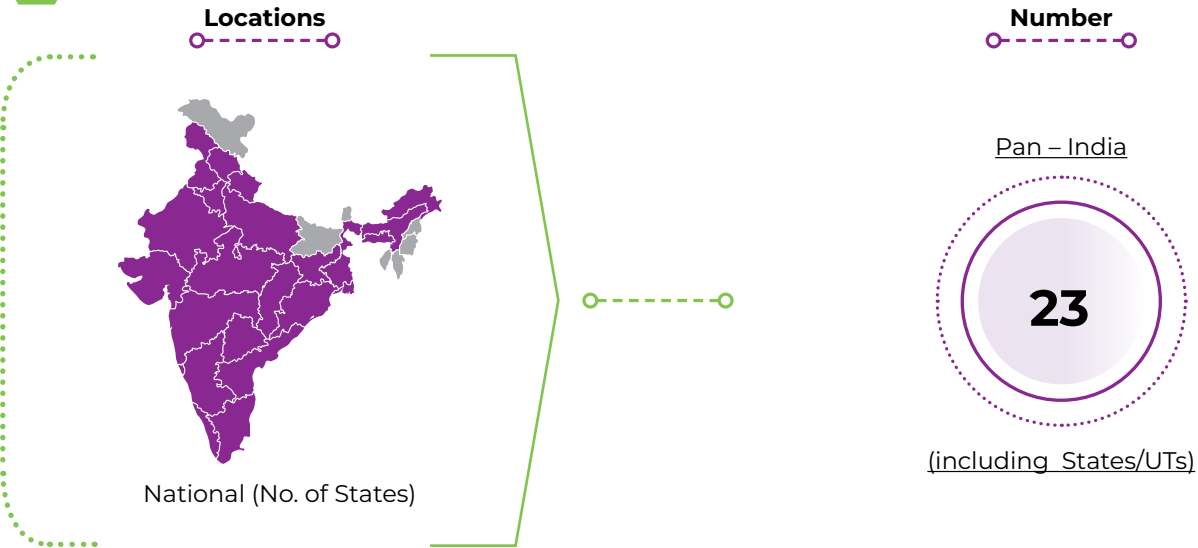
iii. > OPERATIONS

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



17.) Markets served by the Company: /

a. Number of locations



Disclaimer: This map is a generalised illustration only for the ease of the reader to understand the locations, and it is not intended to be used for reference purposes. The representation of political boundaries and the names of geographical features/states do not necessarily reflect the actual position. The Company or any of its directors, officers or employees, cannot be held responsible for any misuse or misinterpretation of any information or design thereof. The Company does not warrant or represent any kind of connection to its accuracy or completeness.



b.

- Revenue from Operation - ₹ 5,873.89 crores
- Contribution of exports during the financial year ended 31 March, 2023:

30% (approx.)

c.



A brief on types of customers

Customer centricity is intrinsic to PCBL's business culture. We make continuous efforts towards understanding our customer's evolving needs and this has led to our growth and success over the years. We have continuously demonstrated our commitment towards providing the best customer service by constantly delivering value to our customers. We drive improvement in products by staying in sync with the customer's expectation and deliver upto their satisfaction. We work with the leading tyre manufacturers in India as well as around the globe such as MRF, CEAT, JK Tyre & Industries, Apollo Tyres, Bridgestone, Goodyear, Michelin, Giti Tyres, Yokohama, TVS Group, Continental, Toyo, Nexen, Kumho, Trelleborg and Petlas among others. We offer grades to meet specific requirements of technical and rubber goods manufacturing companies. Moreover, we cater to the specialty black needs of prominent Indian and global companies. We have strategic relationships with these esteemed customers, providing customised products and also jointly develop products for them.

iv. > EMPLOYEES

18.) Details as at the end of Financial Year: /



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

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
 EMPLOYEES						
1.	Permanent (D)	894	843	94%	51	6%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	894	843	94%	51	6%
 WORKERS						
4.	Permanent (F)	284	283	99.6%	1	0.4%
5.	Other than Permanent (G)	677	663	98%	14	2%
6.	Total workers (F + G)	961	946	98%	15	2%



Notes : Definition of employee clustering is as under:

- Permanent employees include white collar employees (All Management employees excluding PCBL TN).
- Other than permanent employees include Temporary.
- Permanent Workers include technicians, associates, staff and collaborators
- Other than Permanent Workers include Contractual Labour, Temps. Fixed Term Contractual, third party employees, contractual workers.

b). Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
 DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	4	2	50%	2	50%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	4	2	50%	2	50%
 DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	Nil				
5.	Other than permanent (G)	Nil				
6.	Total differently abled workers (F + G)	Nil				

19.) Participation/Inclusion/Representation of women /

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
 Board of Directors	11	2	18%
 Key Management Personnel (KMP) *	2	0	0%

* KMP other than Board of Directors

20.) Turnover rate for permanent employees and workers /

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees [in %age]	17	12	16	15.03	26.80	16	15	10	15
Permanent Workers [in %age]	0	0	0	2	0	2	0	0	0

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

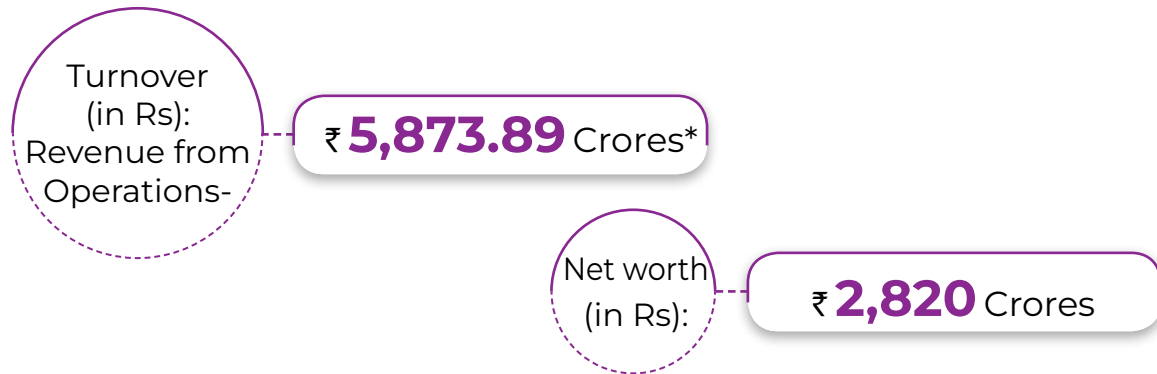
21.) (a) Names of holding/subsidiary/associate companies/joint ventures*

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed Company	Does the Company indicated at column A, participate in the Business Responsibility initiatives of the listed Company ? (Yes/No)
1.	Phillips Carbon Black Cyprus Holdings Limited	Wholly Owned Subsidiary	100	No
2.	Phillips Carbon Black Vietnam Joint Stock Company	Subsidiary Company of Phillips Carbon Black Cyprus Holdings Limited	80	No
3.	PCBL(TN) Limited	Wholly Owned Subsidiary	100	Yes
4.	PCBL EUROPE SRL* (Incorporated w.e.f 14 April, 2023)	Wholly Owned Subsidiary	100	No

* The Company has incorporated a wholly owned subsidiary company in the name of "PCBL EUROPE SRL" at Belgium, Europe on 14 April, 2023.

vi. > CSR DETAILS




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






*On Standalone basis

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 Current Financial Year			FY 2021-22 Previous Financial Year		
		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	0	0	-	0	0	-
 Investors (Other than shareholders)	Yes	0	0	-	0	0	-
 Shareholders*	Yes	10	0	All complaints filed during the FY 2022-23 were duly resolved during the same year.	2	0	All complaints filed during the FY 2021-22 were duly resolved during the same year.


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 Current Financial Year			FY 2021-22 Previous Financial Year		
		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
 Employees and workers	Leena AI, Sampark (Quarterly employee engagement programme)	0	0	-	0	0	-
 Customers**	SAP (Internal)	19	0	All complaints were duly resolved during the financial year	58	0	All complaints were duly resolved during the financial year
 Value chain partners	Through e-Mail	0	0	-	0	0	-

*Reported shareholder complaints are related to non-receipt of split shares, non-receipt of shares from IEPF account, change of specimen signature, change of address, non-receipt of dividend etc.


**Reported customer complaints are related to product processing and application.




24.) Overview of the Company’s material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications:

Sl. 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.	 GHG Emissions and Energy Management	Risk	Failure to effectively manage and reduce GHG emissions can result in environmental impacts and regulatory non-compliance. Increasing scrutiny and regulations related to climate change and emissions can lead to reputational and financial risks. Inefficient energy management can lead to higher operational costs and dependence on fossil fuels, which are subject to price volatility.	-Accounting/ monitoring GHG emissions. -Long term/short term corrective measures to improve energy efficiency by using heat exchangers at different stages of downstream and thereby reducing the combustion of fossil fuel. -Generation of electrical power by using waste gases (tail gas) released during carbon black production process, and excess electricity, after meeting requirements, is exported to grid and thereby offsetting the GHG emission which would have been emitted otherwise by using fossil fuel.	There is positive financial implication from reduction in GHG emission/ improving energy efficiency.




Sl. 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.	 <p>Water Management</p>	Risk	<p>Compliance with water usage and discharge regulations is crucial to avoid penalties and reputational damage. Untreated water discharge can result in environmental harm and regulatory non-compliance. To manage these risks, PCBL needs to implement effective water conservation strategies, invest in water treatment infrastructure, and ensure adherence to applicable regulations and sustainable water management practices.</p>	<p>-Monitoring water consumption in various processes at the operational level.</p> <p>-Exploring water-recycling opportunities to save freshwater consumption.</p> <p>-Replenishing groundwater through the utilisation of harvested rainwater for horticulture.</p> <p>-All our plants are zero liquid discharge (ZLD) compliant.</p>	<p>There is positive financial implication from reduction in freshwater consumption.</p>




Sl. 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)
3.	 <p>Solid Waste Management</p>	Risk	Waste is generated at various stages of PCBL's operations, starting from manufacturing to packaging of carbon black. Solid waste management presents risks for PCBL. Inadequate waste management practices can lead to environmental pollution and non-compliance with waste disposal regulations. Improper handling of solid waste can result in health and safety hazards for employees and surrounding communities. Increasing public awareness and regulatory scrutiny regarding waste management further intensify these risks.	-Monitor and map the quantity of different types of wastes generated -Reduce the quantity of waste generated at source by adopting adequate measures -Explore possibilities for recycling and reusing the waste generated -Ensure waste generated is disposed-off in an appropriate manner.	There is positive financial implication of reduction in waste generation and reuse & recyclability of wastes.




Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	 <p>Health and Safety</p>	Risk	<p>Health and safety pose significant risks for PCBL. Failure to ensure a safe working environment can lead to accidents, injuries, and potential harm to employees.</p> <p>Non-compliance with health and safety regulations can lead to legal penalties, reputational damage, and workforce dissatisfaction.</p>	<p>-Emphasis on Hazard Identification and Risk Assessment, HAZOP (Hazard and Operability Study), and JSA (Job Safety Analysis), incident investigation and training</p> <p>-Occupational, health and safety management programme across all plants.</p> <p>-Plants certified with ISO 45001:2018 standard.</p> <p>-Established Safety Committee across all plants, which consists of Unit Head (Chairperson), Safety Head (Secretary), all department heads and contract worker representatives representing each contractor.</p> <p>-Strict adherence to SOPs for following the highest level of health and hygiene.</p>	There is positive financial implication of ensuring Health and Safety.




Sl. 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.	 <p>Human rights & community engagement</p>	Opportunity	<p>Human rights and community engagement present opportunities for PCBL. By respecting and promoting human rights within its operations and supply chain, PCBL can enhance its reputation, build trust with stakeholders, and attract socially responsible investors.</p> <p>Engaging with local communities through collaborative initiatives, such as employment opportunities, skill development programmes, and community development projects, can foster positive relationships and contribute to sustainable development.</p>	<ul style="list-style-type: none"> - Non-acceptance of human rights violations such as discrimination, forced/coercive labour, and child labour within and beyond PCBL's boundaries. -Implementation of a well-defined Human Rights Policy, with awareness training provided to the entire workforce. -The Human Rights Policy outlines PCBL's approach and expectations for human rights compliance throughout the value chain. -Adherence to the human rights policy is closely monitored, and a whistleblower process in place for stakeholders to raise concerns. -Community engagement and infrastructure development as key concepts -Improving living conditions, focusing on health, poverty eradication, quality education, equal opportunities, biodiversity preservation, sustainable livelihoods, and community infrastructure. - PCBL's social initiatives are overseen by a board-level Corporate Social Responsibility (CSR) committee. 	There is direct negative and indirect positive financial implication of Corporate Social Responsibility.



Sl. 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)
6	 <p>Product Stewardship</p>	Risk	<p>Inadequate management of product life cycles, including raw material sourcing, manufacturing, use, and disposal, can result in environmental pollution and regulatory non-compliance. Failure to assess and mitigate potential health and safety risks associated with products can lead to harm to users and consumers. Increasing public awareness and regulatory scrutiny on product safety and sustainability intensify these risks.</p>	<p>-Initiative for Life cycle assessment of the product and taking action to reduce the impact of its product on the environment.</p> <p>-Adherence to applicable national and international regulations (e.g., REACH, ROHS), emphasising continuously on updating domain knowledge through R&D, analysing and highlighting implications and staying ahead of the compliance curve.</p>	<p>There is positive financial implication of Product Stewardship</p>




Sl. 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)
7.	 <p>Leadership and Governance</p>	Opportunity	<p>Strong leadership and effective governance practices can enhance transparency, accountability, and ethical conduct within the organisation. This fosters trust among stakeholders, including investors, employees, customers, and the community. Effective governance structures provide clear direction, strategic decision-making, and risk management, enabling PCBL to navigate challenges and seize opportunities. By promoting diversity in leadership and embracing innovative ideas, PCBL can drive organisational growth and resilience. Furthermore, a robust governance framework can attract socially responsible investors and enhance the Company's reputation, positioning PCBL as a responsible and trusted business entity in the market.</p>	<ul style="list-style-type: none"> -Appointment of a Lead Independent Director to ensure a strong governance structure. -Highly experienced and active Board of Directors committed to upholding the highest level of corporate governance. -Individuals from diverse backgrounds with expertise, in the BoD providing valuable guidance to senior management. -Composition of the Board includes executive directors, non-executive directors, and non-executive independent directors. -Six board committees constituted to review and address specific concerns and impact areas, playing a crucial role in the organisation. -These committees contribute to effective decision-making and oversight in areas such as audit, sustainability and risk management, corporate social responsibility, evaluate the performance of the Board of Directors, look into various aspects of shareholders' compliants and review the performance of the Board as a whole. -Specialised expertise and ensure adherence to best practices, enhancing overall governance and accountability within PCBL. 	There is positive financial implication from leadership and governance.



SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9	
 Policy and management processes											
1.	a) Whether your Company'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) Weblink of the Policies, if available	The policies are uploaded on the website of the Company at www.pcblltd.com under the segment 'Investor Relations' and 'Sustainability'									
02.	Whether the Company has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	
03.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	
04.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your Company and mapped to each principle.	ISO 9001:2015 IATF 16949:2016	ISO 9001:2015 IATF 16949:2016	ISO 14001:2015 ISO 45001:2018	ISO 45001:2018	ISO 9001:2015 IATF 16949:2016	ISO 14001:2015 ISO 45001:2018	ISO 9001:2015 IATF 16949:2016	ISO 14001:2015 ISO 45001:2018	ISO 9001:2015 IATF 16949:2016	ISO 9001:2015 IATF 16949:2016
05.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	<p>Environmental Commitments: PCBL is committed to minimising its environmental impact by reducing resource consumption, mitigating greenhouse gas emissions, conserving water, managing waste responsibly, and adopting sustainable practices throughout its operations.</p> <p>Social Commitments: PCBL prioritises the well-being and safety of its employees, promotes diversity and inclusion, respects human rights, and supports community development. The Company strives to maintain ethical labour practices, provide a safe and healthy work environment, and engage in community initiatives that contribute to social progress.</p> <p>Governance Commitments: PCBL emphasises strong corporate governance practices, transparency, and accountability. The Company adheres to legal and regulatory requirements, maintains high standards of integrity, and ensures responsible management of its business operations. PCBL also upholds ethical business conduct, promotes fair and equitable treatment of stakeholders, and fosters a culture of integrity and compliance.</p>									



Disclosure Questions

- P1
- P2
- P3
- P4
- P5
- P6
- P7
- P8
- P9

06. Performance of the Company against the specific commitments, goals and targets along-with reasons in case the same are not met.

PCBL's ESG commitments are closely monitored and evaluated by various committees led by the Management and Board of Directors. These committees play a vital role in assessing the effectiveness of each principle and ensuring their implementation throughout the organisation. They regularly review the Company's ESG performance, identify areas for improvement, and develop strategies to enhance sustainability, social responsibility, and corporate governance practices. Through these evaluations, PCBL aims to maintain transparency, accountability, and continuous improvement in its ESG initiatives. The active involvement of committees helps to drive the Company's commitment to responsible business practices and achieve its long-term ESG goals.



Governance, leadership and oversight

07. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed company has flexibility regarding the placement of this disclosure)

PCBL is pleased to present its Business Responsibility and Sustainability Report for FY22-23, acknowledging the trust and support of its stakeholders. The Company has made significant strides in aligning with its Environment, Social, and Governance (ESG) objectives during the fiscal year, particularly in environmental stewardship. Efforts to improve energy efficiency, reduce emissions, minimise water consumption, and manage waste have been a priority. A comprehensive carbon footprint accounting was conducted across all manufacturing plants and offices, resulting in a notable reduction in greenhouse gas (GHG) emissions compared to the baseline year FY 2020-21. PCBL's GHG emissions now fall below the global average for its sector, earning recognition for its ESG performance from CRISIL. This achievement is attributed to the dedicated efforts of the team and business partners. The Company remains committed to further reducing its carbon footprint and aims to achieve carbon neutrality in the future.

PCBL extends its sustainability approach throughout the supply chain by offering support to its partners in mitigating environmental impacts. Regular supplier audits ensure adherence to policies and procedures. The Company's social investment strategy focuses on enhancing the operating ecosystem, emphasising community engagement and infrastructure development. Key areas include promoting good health, poverty eradication, quality education, equal opportunity, biodiversity preservation, sustainable livelihoods, and community infrastructure. PCBL values its employees as its most valuable asset and has invested in their development through technology, infrastructure, training, and processes to equip them with the necessary skills for future challenges. The Company prioritises creating a safe and stimulating workplace, attending to the physical and mental well-being of its employees through regular interactions and provision of necessary amenities. PCBL takes pride in its commitment to sustainable development and exemplifies this through its activities and behaviour. The Company's new brand identity reflects its philosophy and approach. PCBL is dedicated to continuous evolution and believes it will set new benchmarks in achieving its targeted ESG goals.

Disclosure Questions

- P1
- P2
- P3
- P4
- P5
- P6
- P7
- na
- na

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

At the highest level, the Sustainability and Risk Management Committee, headed by the Managing Director, who is the Chairman of the Committee holds the key responsibility of safeguarding and evaluating the Business Responsibility (BR) performance of the Company.

The Corporate Social Responsibility (CSR) Committee, under the purview of the Board of Directors, supervises various aspects related to corporate social responsibility and other relevant matters. This committee develops an Annual Action Plan in accordance with the CSR Rules and the Company's CSR Policy, which is periodically revised. All CSR projects and programmes are undertaken, monitored, evaluated, and reported as per the CSR Rules.

To ensure a comprehensive assessment of the Company's sustainability objectives, the Board of Directors expanded the scope of the Sustainability and Risk Management Committee (SRM) and subsequently renamed it to reflect its enhanced focus. The SRM Committee is responsible for reviewing the Company's sustainability agenda, including measures that uphold its commitment to sustainability and align its long-term strategy with the creation of shared value.

Among its responsibilities, the SRM Committee evaluates the Company's initiatives and strategies related to climate change, water management, and responsible sourcing. It also oversees the implementation of human rights due diligence, promotes diversity, inclusion, and employee health and well-being. Furthermore, the SRM Committee ensures compliance with all policies and regulatory reporting requirements stipulated under the SEBI Listing Regulations.

9. Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? If yes, provide details.

The oversight of sustainability initiatives within your Company has been assigned to the SRM Committee by the Board of Directors. The Committee convenes a minimum of two times annually and consists of four Directors, including one Executive Director and three Non-Executive Independent Directors.

Mr. Kaushik Roy assumes the overall responsibility for Business Responsibility (BR) activities.

DIN	:	06513489
Name	:	Kaushik Roy,
Designation	:	Managing Director, a Member of the Sustainability and Risk Management Committee

Telephone No: 033 – 4087 0500/0600

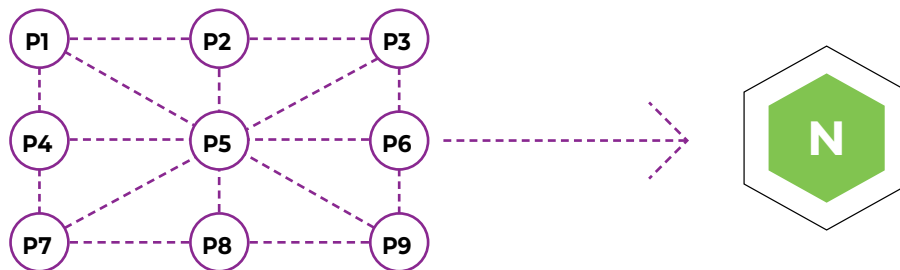
Email ID – pcb1.investor@rpsg.in



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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly								

11. Has the Company carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.



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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The Company does not consider the principles material to its business (Yes/No)									
The Company is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The Company does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									
	Not Applicable, since all principles are covered by the existing policies of PCBL.								







SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

1 PRINCIPLE

Ethics, Transparency and Accountability: 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/principles covered under the training and its impact	%age of persons in respective category covered by the awareness Programmes
 Board of Directors	6 programmes spanning 7.5 hours	All Principles	100%
 Key Managerial Personnel	8 programmes spanning 15 hours	All Principles	100%
 Employees other than BoD and KMPs	549 programmes spanning 30,206 hours	70% - Technical Based Training Programme 20% - Safety Based Training Programme 10% - Behavioural Based Training Programme Bringing in overall improvement in the performance of the employees to enhance the organisational efficiency	100%
 Workers	324 programmes spanning 7,370 hours	Programs to improve the on-field performance of the workers	100%

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the Company or by directors/KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year:

During FY 22-23, no fines/ penalties/ punishment/ award/ compounding fees/ settlement amount was paid in proceedings by the Company or by Directors/ KMPs with regulators/ law enforcement agencies/ judicial institutions.

(Note: These disclosures are on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the Company's website)





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.

Not applicable.

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

PCBL has implemented an Anti-Bribery Policy to ensure fairness and integrity in all its business activities. The Company is dedicated to upholding anti-bribery and anti-corruption laws and regulations that govern its global operations. The policy outlines the responsibilities of every employee in preventing, detecting, and reporting any instances of bribery or corruption. Furthermore, third-party entities are expected to comply with anti-bribery and anti-corruption laws specific to the geographical locations where PCBL operates, conducting all business transactions in a fair manner. The Anti-Bribery Policy can be accessed through the web-link provided: <https://www.pcbltd.com/responsibility/policy>.

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 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
 Directors	None	None
 KMPs		
 Employees		
 Workers		



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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	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				

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 as no cases of corruption and conflicts of interest were notified in the reporting period.

Leadership Indicators

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



2. Does the Company have processes in place to avoid/ manage conflict of interests involving members of the Board? If yes, provide details of the same.

At PCBL, a comprehensive process is established to address and manage conflicts of interest involving Board Members. To ensure ethical conduct, all Board Members and Senior Management Personnel are bound by a dedicated Code of Conduct. This code reflects the fiduciary responsibility of the Board Members and Senior Management towards stakeholders, emphasising fair and ethical business practices. Acting as trustees, the Board Members and Senior Management prioritise the best interests of all stakeholders when dealing with conflicts of interest. The code serves as a foundation for promoting sound and equitable business practices across all countries of operation.

In addition, the Board of Directors annually approves the Code of Business Conduct. Directors, key managerial personnel, and other senior management are required to disclose any material interest,

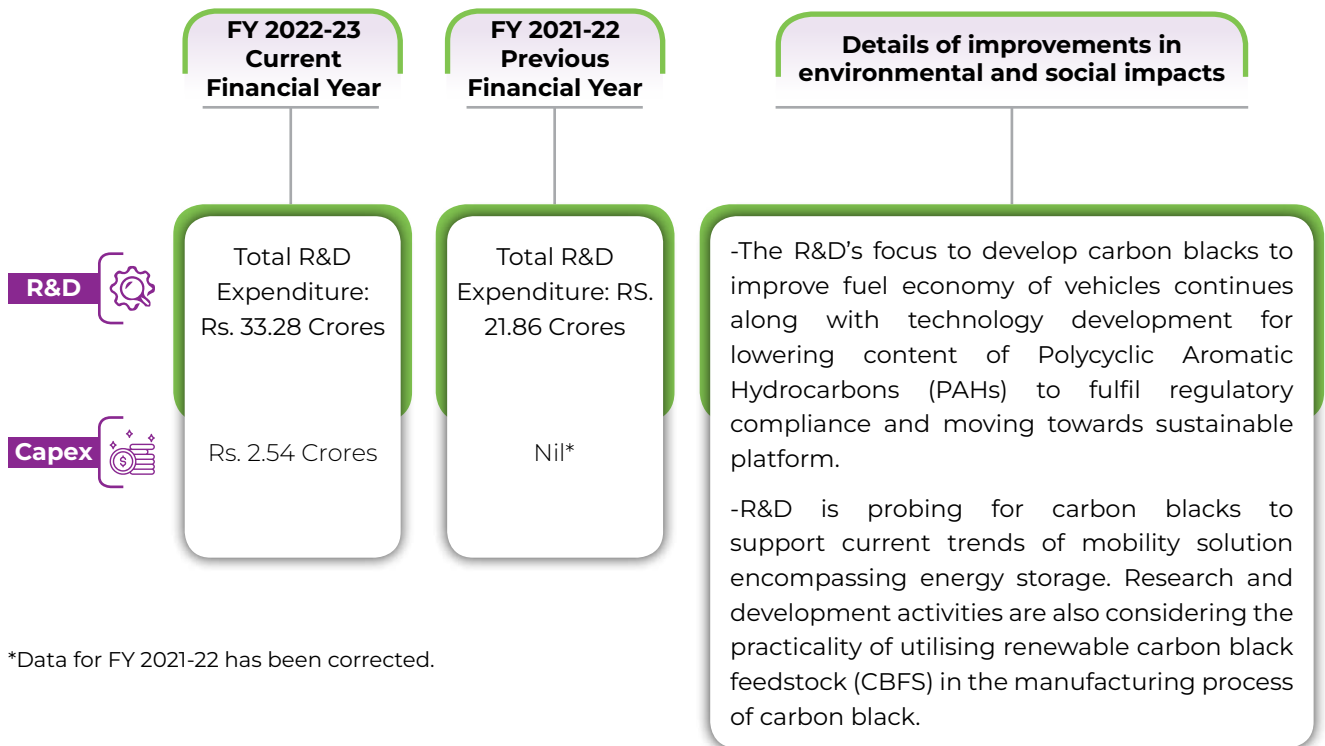
whether direct or indirect, in transactions or matters that directly impact the Company. This disclosure ensures transparency and accountability, enabling the Board of Directors to make informed decisions regarding potential conflicts of interest. By upholding these practices, PCBL demonstrates its commitment to maintaining integrity and fairness in all aspects of its operations.

2 PRINCIPLE

Product Life Cycle Sustainability: Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

- 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 Company, respectively.**



*Data for FY 2021-22 has been corrected.

- Does the Company have procedures in place for sustainable sourcing? (Yes/No)**

Yes, PCBL has a well defined Sustainable Procurement Policy and Supplier Code of Conduct for sustainable sourcing.

The Company adopts highly standardised procurement processes which integrates ethical, environmental and social criteria. The Company also engages with its suppliers to sensitise them on sustainability issues which can pose a threat to its business operations and in turn can impact on its business continuity. The 'Supplier Code of Conduct' sets standards aligned with the SDGs and UNGC-CDP Principles, which are expected to be followed by suppliers engaged in business with the Company.

PCBL has partnered with EcoVadis to share the best sustainability practices, and assess sustainability profiles of its key suppliers as a part of PCBL's Sustainable Procurement programme.

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

4.65%

of packaging material was sourced sustainably.

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.



PCBL's "carbon black" product acts as raw material for the other manufacturing companies, making it difficult to reclaim the product. However, it is exploring the possibility of extracting carbon black from the disposed tyres, in collaboration with the manufacturers. This will help to reduce the use of consumption of virgin material and would substantially affect the cost as well.

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



No. The utilisation of recovered Carbon Black has the potential to cut carbon footprints by around 80%, leading to increased efforts from major tyre manufacturers. However, in India, the technology is still under development. While tyre manufacturers have implemented EPR practices, its applicability to our industry is currently being explored.

Leadership Indicators


1. Has the Company conducted Life Cycle Perspective/Assessments (LCA) for any of its products?

The Company has not conducted any life cycle assessment for the products till date. However, it is planning to carry out the LCA for products in the next two years.

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





Not Applicable. We are in the process of carrying out the Life Cycle Assessment in the coming year.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
 Process additives	Nil	Nil*

*Quantity of recycled or re-used input material for FY 2021-22 has been corrected

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

	FY 2022-23 Current Financial Year			FY 2021-22* Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
 Plastics (including packaging)	Nil			Nil		
 E-waste						
 Hazardous waste						
 Other waste						

*Data for FY 2021-22 has been corrected.

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




Not Applicable.




3 PRINCIPLE

Employee Wellbeing: 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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
 Permanent Employees											
 Male	843	843	100%	843	100%	0	0%	843	100%	843	100%
 Female	51	51	100%	51	100%	51	100%	0	0%	51	100%
Total	894	894	100%	894	100%	51	100%	843	100%	894	100%





Category	% of managers covered by										
	Total (A)	Health insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
 Other than Permanent employees*											
 Male											
 Female	Nil										
+ Total											

*The well-being of other than permanent employees are managed through contractual terms and conditions.

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	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
 Permanent Workers											
 Male	283	283	100%	283	100%	0	0%	283	100%	283	100%
 Female	1	1	100%	1	100%	1	100%	0	0%	1	100%
+ Total	284	284	100%	284	100%	1	100%	283	100%	284	100%
 Other than Permanent workers											
 Male	663	663	100%	663	100%	0	0%	663	100%	663	100%
 Female	14	14	100%	14	100%	14	100%	0	0%	14	100%
+ Total	677	677	100%	677	100%	14	100%	663	100%	677	100%

2. Details of retirement benefits, for FY 2022-23 and FY 2021-22:

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	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 employee 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%	100%	Yes	100%	100%	Yes
 Gratuity	100%	100%	Yes	100%	100%	Yes
 ESI (Eligible employees as per law)	-	100%	Yes	-	100%	Yes
 Others-please specify	Nil					

3. Accessibility of workplaces:



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

Yes, all PCBL offices are equipped with necessary infrastructure so as to ensure easy and equal access to persons with disabilities. We have dedicated ramps at the office entrances. Special toilets have been designed for persons with disabilities. Elevators are available in our multi-storey office buildings to ensure that no inconvenience is faced by our physically challenged employees. We take special care in assigning the jobs to them so that their physical limitations do not come in the way of their performance and career aspirations.

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



Yes, the Company has a Human rights policy which provides equal rights to person with disabilities without any sort of discrimination. The Company is committed to being an equal opportunity employer. PCBL respects the personal dignity, privacy and personal rights of every employee and is committed to maintaining a workplace free from discrimination and harassment. The Company does not discriminate on the basis of origin, nationality, religion, race, disability, gender, age or sexual orientation, or engage in any kind of verbal or physical harassment based on any of the above or any other reason.

The policy can be accessed at <https://pcbltd.com/responsibility/policy>.



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

All the employees who took parental leave during the reporting year, returned to work and have been retained till present.

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

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.

Yes/No (If yes, then give details of the mechanism in brief)



Permanent Workers

Workers can raise their issues through sectional head, HOD, and Unit Head in the respective order who resolve the issues.

Grievance/Suggestion box have been placed in conspicuous places to drop their issues and it is addressed by plant HR.

The Union also brings the issues direct to HR/IR Head for resolution.

Quarterly Townhall meetings chaired by Plant Head are conducted to redress issues, if any.



Other than Permanent Workers

Contractual workers can also raise their issues through sectional head, HOD, and Unit Head in the respective order who resolve the issues.



Permanent Employees

Yes, PCBL employees can submit their grievances in the Leena AI chatbot that sends surveys to the respective employees and captures the mood score accordingly.

It is an autonomous conversational AI-backed platform that helps organisations to achieve better employee experience.









Other than Permanent Employees




NA






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







Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	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	Nil					
 - Male						
 - Female						
 Total Permanent Workers	284	284	100%	291	291	100%
 - Male	283	283	100%	291	291	100%
 - Female	1	1	100%	0	0	NA

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	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	843	843	100%	843	100%	796	796	100%	650	82%
 Female	51	51	100%	51	100%	48	48	100%	38	79%
+ Total	894	894	100%	894	100%	844	844	100%	688	81.5%

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	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	283	283	100%	261	92%	291	291	100%	251	86.25%
 Female	1	1	100%	1	100%	0	0	NA	0	NA
+ Total	284	284	100%	262	92%	291	291	100%	251	86.25%

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
 Employees						
 Male	843	843	100%	796	796	100%
 Female	51	51	100%	48	48	100%
+ Total	894	894	100%	844	844	100%
 Workers						
 Male	283	283	100%	291	291	100%
 Female	1	1	100%	0	0	NA
+ Total	284	284	100%	291	291	100%

10. Health and safety management system:

(a) Whether an occupational health and safety management system has been implemented by the Company? If yes, the coverage such system?

Yes, PCBL is ISO 45001:2018 certified and has an Occupational Health and Safety Management System has been implemented at all the manufacturing facilities.

The Company's Environment, Health & Safety (EHS) policy provides the measures that should be taken to provide safe working environment to all. The Company has rolled out an occupational health and safety management programme across its plants. PCBL focuses on imparting safety awareness amongst employees, contractors and vendors to ensure that there are no safety related incidents or injuries. All the employees and workers are motivated to work safely by delivering the Tool box Talk before starting of any job. The Safety display and caution boards are used for the plant area to educate about the hazards and safety instructions to the workers and employees. All the visitors, customers, business officials are given a brief safety induction before entering the plant area.

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

Work related hazards at PCBL are identified through HIRA (Hazard Identification and Risk Assessment), HAZOP (Hazard and Operability Study), and JSA (Job Safety Analysis) Techniques. The work related hazards are reported through Learning Event (LE) reporting system. Permit to Work system is followed for all activities which are done inside plant premises. For high risk activities, Job Safety Analysis is also done. Pre Start-up Safety Review (PSSR) is done before starting of any new project. Flash audit (Permit to work audit) is conducted by the safety committee team members in the plant area. The internal audit is conducted by the auditors certified on ISO 45001:2018 for assessing the risks proactively and to take appropriate actions.

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









Yes, PCBL has implemented Learning Events (LE) system for all its employees to report any unsafe conditions, unsafe acts, and near misses.

The objective of LE reporting system is to identify the hazards associated with the respective jobs and take proactive actions to eliminate or control them to ensure a safe workplace for the employees and workers.

(d) Do the employees/ worker of the Company have access to non-occupational medical and healthcare services?

All the employees and workers can access the Occupational Health Centre (OHC) at plants/sites for any non-occupational medical and healthcare services. A group medical coverage insurance is provided to the employees. Also, the Company has signed MOU with the nearby hospitals to handle any medical emergency.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)		0	0
		0.71	1.34*
Total recordable work-related injuries (First-Aid injuries)		0	0
		41	34
No. of fatalities		0	0
		0	0
High consequence work-related injury or ill-health (excluding fatalities) (Lost Time Injuries)		0	0
		2	4

*Data for FY 2021-22 has been corrected.





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

The Company has established a Safety Committee across all its plants consisting of Unit Head as the Chairperson, Safety Head (Secretary), all department heads and contract worker representatives. The committee reviews the safety performance at the plant level based on which necessary actions are initiated with approval from management. Workers are also members of the safety committee, wherein they can put forward their thoughts related to the safety matters. The collective participation allows the employees and workers to discuss the related matters with management and take necessary decisions. Moreover, the legal team ensures compliance with all the applicable laws, regulations governing health & safety parameters.

The Company provides proper training to employees on occupational health and safety topics like working in confined spaces, work at height, Lock Out Tag Out (LOTO), Forklift Operations, Material Handling, Behaviour-Based Safety (BBS), use of personal protective equipment, general safety awareness. Medical Check-up of all Employees and contract workmen is conducted every year and necessary preventive actions are taken. The OHC centre is available at the plant premises to provide immediate medical assistance for workers and employees. The regular safety inspections are conducted in the plant to check the unsafe conditions & acts. The emergency preparedness is ensured in the plant through conducting the mock

drills and creating the awareness among the employees and workers. To execute the work safely, a Daily Management Team (Cross functional Team) has been formed to discuss on the job safety and permit system for the next day's jobs. The planned jobs stating the precautions and safety measures that are to be taken are documented and shared with all the concerned persons on daily basis. The Company has certified first aid providers at Plant level who are competent enough to give first aid treatment in case of any incident.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
 Working Conditions	 Nil			 Nil		
 Health & Safety						

14. Assessments for the year:

Plants and offices assessed (by the Company | statutory authorities | third parties):



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.

PCBL has developed the Contractor Safety Management system as a new initiative in which all Contractors are counselled for safety work approach by reviewing their work practices and guiding them to follow best safety practices. The confined space activity is executed by using the supplied air breathing apparatus system for the workers.

Leadership Indicators



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

Yes, the Company has a Term Life Insurance Policy in place covering all its Employees and Workers in the event of their death.

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

PCBL closely tracks and monitors whether statutory dues deducted/collected by its value chain partners have been deposited properly and timely with government and credit of same is flowing to PCBL.



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 no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
 Employees	Nil			
 Workers				

4. Does the Company provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

PCBL currently does not offer any such programmes.

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
 Health and safety practices	93% value chain partners (by value of business done with such partners) were assessed.
 Working Conditions	PCBL regulates the practices of its suppliers by encouraging them to adhere to applicable laws & regulations in respective areas of operation. They also have a sustainable procurement policy, human rights policy, and supplier code of conduct to ensure all suppliers are aligned to the Company's principles of fair business practices, compliance to environmental laws and industry standards, and prohibition of any kind of child labour. PCBL encourages them to have their own policies and processes in place, ensuring an ethical and sustainable supply chain. All its suppliers are regularly audited against these parameters to find deviations, if any.

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

Not applicable. No significant risks/ concerns were observed from assessments of selected suppliers with respect to health and safety practices and working conditions.



4 PRINCIPLE

Stakeholder Engagement: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators


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





PCBL recognises the role of stakeholder partnerships in company's sustainability as reflected in the vision statement. Key stakeholders, affected most by the Company's business are identified based on their involvement in making strategic decisions, minimising risk, providing resources, running the operations smoothly, helping the organisation to reach its goals and in growing the business.


Following steps are followed to identify and prioritise the key stakeholders.

- Understanding and identifying key stakeholders; whether general key stakeholders and key stakeholders for particular project.
- Determining their impact on Business (Direct or Indirect)
- Knowing their needs in relation to the business
- Prioritisation of the list based on evaluation of the stakeholders on the list, determination of which stakeholders affect most the business as well as who are affected most by the business

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
 Employees	No	<ul style="list-style-type: none"> • People Connect Series • Sampark Live- PCBL Townhall • Certified General Management Programme • EMBARK PCBLite • Leena AI chatbot 	<ul style="list-style-type: none"> • Sampark Live- (Quarterly) • Townhall (Monthly) 	<ul style="list-style-type: none"> • Employee welfare • Strategic direction and Performance • Transparent communication • Diversity and inclusion • Career growth and progression • Learning and development opportunities • Regular engagement • Health, safety and environmental standards • Effective grievance mechanisms

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
 <p>Supply chain partners</p>	No	<ul style="list-style-type: none"> · Meetings and workshops · Regular compliance and risk assessments · Discussions 	Annually	<ul style="list-style-type: none"> · Local procurement and resource support · Responsible sourcing along the supply chain Quality and service · Timely payments · Sustainability of the business and associated risks · Statutory and legal compliances · Health and safety needs · Environmental and social issues · Rationalising costs
 <p>Customers</p>	No	<ul style="list-style-type: none"> · Regular interactions · Regular digital customer interface · Collaboration on product innovation · Customer and industry events and exhibitions · Regular customer satisfaction surveys 	Quarterly	<ul style="list-style-type: none"> · Customised grades of carbon black to meet specific requirements · Sustainable packaging · Product innovation · Quality and service · Responsible sourcing along the supply chain
 <p>Government and regulatory authorities</p>	No	<ul style="list-style-type: none"> · Annual report and regulatory filings · Meeting on government directives and policy development · Facility Inspection · Regular meetings 	Regularly	<ul style="list-style-type: none"> · Adherence to national and international regulations · Good governance practices · Community engagement · Regulatory compliance · Ethical business conduct · Environmental stewardship · Maintaining safety · Project approvals
 <p>Communities</p>	Yes	<ul style="list-style-type: none"> · CSR initiatives · Meetings 	Continuous process. Meetings (Quarterly)	<ul style="list-style-type: none"> · Need-based interventions across focus areas: education, health and sanitation, community development, environment sustainability

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
 <p>Shareholders, investors and lenders</p>	No	<ul style="list-style-type: none"> Events, including annual general meeting, results presentations, investors' calls and conferences and earnings calls One-on-one interactions 	Quarterly	<ul style="list-style-type: none"> Financial performance Annual performance, progress plans and new projects Change in governance structure Long-term sustainability strategy Update on business directions Loan covenants Banking facilities Credit ratings

Leadership Indicators

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

PCBL actively engages with stakeholders to understand their expectations and gather insights for identifying focus areas in environmental, social, and governance (ESG) interventions. The Company incorporates stakeholders' views and suggestions into its business strategies and addresses their concerns to strengthen internal systems. The responsibility for sustainability discussions lies with the board-level CSR Committee and Sustainability and Risk Management Committee. Consultations occur through various functions connecting with different stakeholder groups, and feedback is presented quarterly at Business Review Board meetings attended by the Chairman and leadership team. Decisions are then communicated to stakeholders through relevant functions.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the Company.

PCBL maintains regular engagement with a wide range of stakeholders, including investors, shareholders, lenders, suppliers, business partners, the community, employees, and customers. The Company provides essential data and insights to global investors through regular investor presentations, enabling them to make informed decisions. A formal stakeholder engagement process involves direct and detailed consultations with various stakeholder groups to identify critical issues that require immediate attention. Inputs received through stakeholder consultations are presented to the board-level Management Committee to integrate relevant inputs in developing strategies, policies, and goals related to economic, environmental, and social aspects.

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

PCBL conducts a need assessment to identify disadvantaged, vulnerable, and marginalised communities, and then actively involves and supports these communities through its Corporate Social Responsibility initiatives and activities.

The Company strives to enhance the well-being of marginalised and vulnerable communities through its Corporate Social Responsibility efforts, which includes:




- Civil work and development of nearby village
- Community shed constructions and development of the surrounding slum areas
- Contribution towards upliftment of underprivileged persons and students
- Distribution of food packets in the villages impacted caused by flood
- The distribution of food packets was carried out in the villages affected by the flood
- providing education and raising awareness among students from underprivileged backgrounds
- Imparting education and spreading awareness among the underprivileged students




5 PRINCIPLE

Human Rights : Businesses should respect and promote human rights








Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the Company:

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
 Employees						
 Permanent	894	894	100%	844	844	100%
 Other than permanent	0	0	NA	0	0	NA
+ Total Employees	894	894	100%	844	844	100%

 Workers						
 Permanent	284	284	100%	291	291	100%
 Other Permanent	677	677	100%	734	734	100%
+ Total Workers	961	961	100%	1025	1025	100%

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







Category	FY 2022-23 (Current Financial Year)				FY 2021-22 (Previous Financial Year)					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	NI(C)	% (C/A)		% (E/D)	No. (F)	% (F/D)	
 Employees										
 Permanent	894	Nil		894	100%	844	Nil		844	100
 Male	843	Nil		843	100%	796	Nil		796	100
 Female	51	Nil		51	100%	48	Nil		48	100
 Other than Permanent	Nil									
 Male	Nil									
 Female	Nil									





Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	NI(C)	% (C/A)		% (E/D)	No. (F)	% (F/D)	



Workers

 Permanent	284	Nil	284	100%		Nil		
 Male	283		283	100%	291		291	100%
 Female	1		1	100%	Nil		Nil	Nil
 Other than Permanent	677		677	100%	Nil		Nil	Nil
 Male	663		663	100%	719		719	100%
 Female	14		14	100%	15		15	100%

3. Details of remuneration/salary/wages paid:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (₹ in Lakhs)	Number	Median remuneration/salary/wages of respective category (₹ in Lakhs)
 Board of Directors (BoD)– Total salary	9	3178	2	28.6
 Key Managerial Personnel– Total Salary*	2	353.89	0	-
Employees other than BOD and KMP– median remuneration	841	8.57	51	11.86
Workers- median remuneration	283	4.16	1	6.35

*Includes KMP other than Managing Director

3. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes, Human Resource department headed by President -HR & IT, is responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

PCBL has a mechanism in place to receive and address grievances from all its stakeholders including shareholders/investors, regulators, customers, employees, and communities. Any stakeholder having grievance related to human rights issue can raise it through the existing forums.



Employees: AI Leena chatbot converses with employees based on a defined set of questions designed to measure the pulse of the teams and define their engagement level, while identifying the gaps. Senior management reaches out to individuals based on the chatbot conversations to address and resolve problems. The adequacy of the grievance mechanisms is regularly reviewed to ensure their effectiveness in addressing employee concerns.



Community: To address community grievances, PCBL conducts quarterly meetings with local community representatives. During these meetings, all grievances are recorded and appropriate corrective actions are taken as required. In cases where complaints have been registered with local statutory bodies, representatives from PCBL visit the plant to inspect and verify any non-conformities. If complaints are found to be unsubstantiated, they are withdrawn, but if valid, corrective measures are implemented.



Government/regulatory authorities: PCBL engages with government and regulatory authorities to share its intentions, understand concerns and priorities, and work towards mutually beneficial solutions. The Company diligently complies with all applicable regulations in its operating locations and regularly evaluates its performance. Engagements with government officials include annual reports, regulatory filings, meetings on directives and policy development, and regular facility inspections.



Labour/contractors: All the grievances of labours are addressed in charter of demand/ long term settlement for five years and contractors sign on it. In addition, plant purchase team meet with contractors regularly in which complaints, if any, are captured and resolved with the help of local IR-Admin









Investors/lenders: PCBL's Stakeholders' Relationship Committee specifically focuses on addressing the interests of shareholders, debenture holders, and other security holders. The committee resolves grievances related to share transfers, non-receipt of reports or dividends, issues of new or duplicate certificates, and general meetings. It also reviews measures to facilitate shareholders' exercise of voting rights and adherence to service standards provided by the Registrar & Share Transfer Agent. PCBL takes initiatives to reduce unclaimed dividends and ensure timely receipt of dividend warrants, annual reports, and statutory notices by shareholders.



External customer: Complaints are registered in SAP through regional marketing managers and forwarded to plant for Root Cause Analysis (RCA). Corrective and Preventive Action (CAPA) is forwarded to Technical services team through SAP for review, approval and closing the complaints

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	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	Nil	No complaint received	No complaint received	Nil	No complaint received	
 Discrimination at workplace						
 Child Labour						
 Forced Labour/Involuntary Labour						
 Wages						
 Other human rights related issues						

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

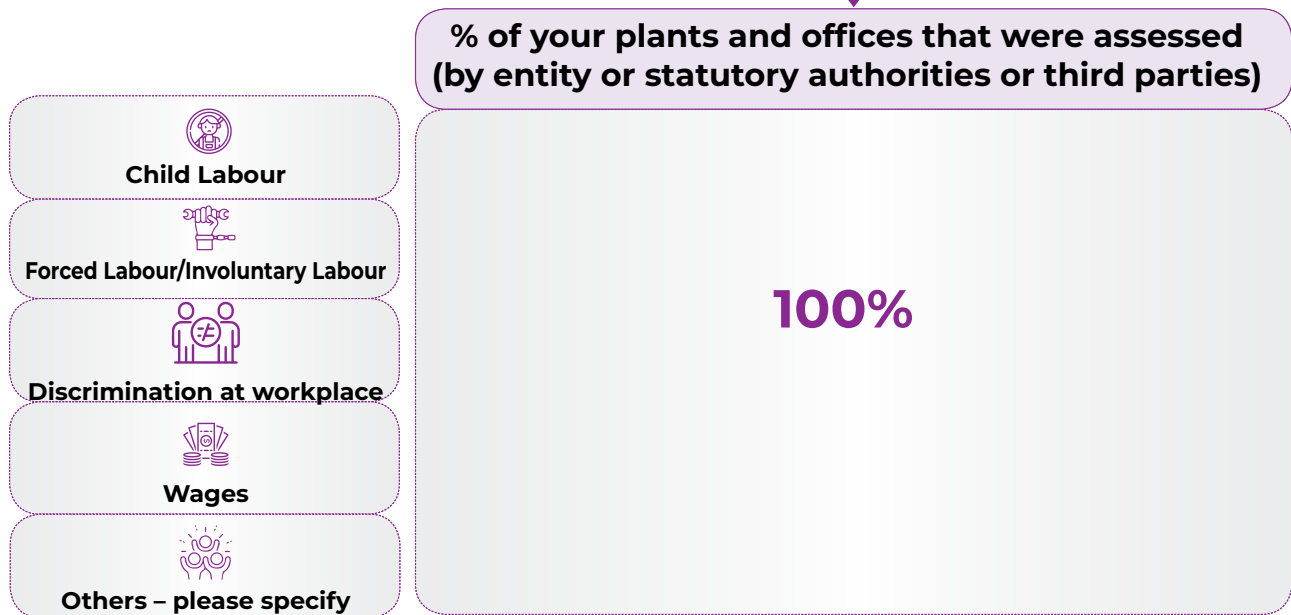
PCBL's human rights policy safeguards all its employees and workforce against any kind of discrimination. In accordance to the regulatory requirement, the Company has formed an Internal Complaint Committee to address such incidents as and when reported.

8. Do human rights requirements form part of your business agreements and contracts?

Yes, all the human rights related requirements are explicitly mentioned in the agreements and contracts entered into with the value chain partners and are mentioned in the Human rights policy.



9. **Assessments for the year:**



Note: All the plants and offices have been internally assessed during the year

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

Not applicable

Leadership Indicators

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

None of the Company’s business process required any modification introduced as a result of addressing human rights grievances/complaints.

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

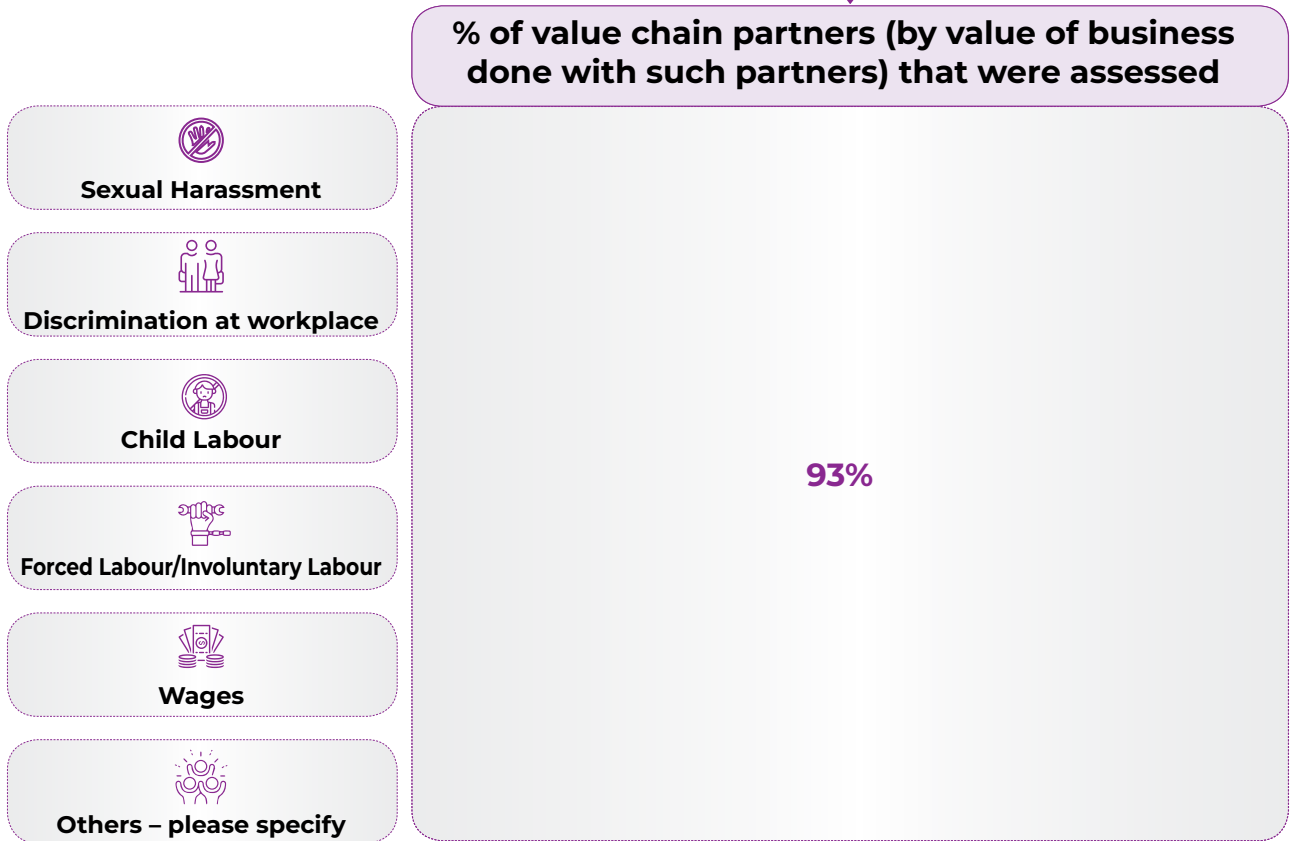
PCBL has not conducted any due diligence on Human rights issues. However, its human rights policy, formulated in line with internationally recognised frameworks including the Social Accountability 8000 International Standard and its associated international instruments, is applicable to all its value chain partners. The policy covers different components as compliance to labour laws, continuous engagement with stakeholders on human rights and related matters, diversity at workplace, harassment free workplace, and grievance mechanisms. While the policy highlights the key points of what it intends to achieve, it also mentions that HR department shall be reviewing and updating standards on social policies, and for providing guidance and support to all concerned.

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

Yes, PCBL offices have infrastructure for easy and equal access for persons with disabilities, including ramps and special toilets.



4. Details on assessment of value chain partners:



Note: Value chain partners have been Internally assessed during the year

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


No issues were observed while assessing above points during second party audit at supplier's end.






6 PRINCIPLE

Environment : 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	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
 Total electricity consumption (A) [Captive Load i.e. (Process, R&D, admin, except CPP) and CPP auxiliary excluding import]	830872.33 GJ	800548.5 GJ

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
 Total fuel consumption (B) (Diesel)	2236.77 GJ	805.68 GJ
 Energy consumption through other sources (C) (Import)	7084.55 GJ	14225.699 GJ
 Total energy consumption (A+B+C)	840193.65 GJ	815579.879 GJ
 Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) GJ/INR	1.43 x 10 ⁻⁵	1.83 x10 ⁻⁵
 Energy intensity (optional) – the relevant metric may be selected by the Company GJ/MT	1.88	1.78

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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.




Complete energy audit has not yet carried out. However, Total fuel consumption (B) (Diesel- DG set) and Energy consumption through other sources (C) (Import) were verified during the assessment of GHG accounting by TUV India Private Limited (TUVI)

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

Not applicable



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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
 Water withdrawal by source (in kilolitres)		
(i) Surface water	801290	361717
(ii) Groundwater	912712.15	749357
(iii) Third party water	1507848	1812156
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3221850.15	2923230
Total volume of water consumption (in kilolitres)	3187061.92	2920321
 Water intensity per rupee of turnover (Water consumed/turnover), (KL/INR)	5.43×10^{-5}	6.56×10^{-5}
 Water intensity (optional) – the relevant metric may be selected by the Company	7.13 KL/MT	6.397 KL/MT

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

No

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

PCBL has taken significant steps to ensure sustainable water management practices across its manufacturing plants. All plants are zero liquid discharge (ZLD) compliant and equipped with effluent treatment plant (ETP) facilities. Wastewater generated during the manufacturing processes is treated and reused, promoting water conservation within the business.



At the Palej plant, a water treatment plant (WTP) with a capacity of 1,650 kilolitres per day (KLPD), an ETP with a capacity of 250 KLPD, and a sewage treatment plant (STP) with a capacity of 50 KLPD have been installed. The recycled water from the STP is utilised for gardening purposes, while the recycled water from the ETP is fed back into the water treatment plant for further reuse in operations.



The Mundra plant features an ETP with a capacity of 285 KLPD, a WTP with a capacity of 1,800 KLPD, and an STP with a capacity of 53 KLPD. To replenish groundwater levels, the plant utilises injection-well technology to recharge filtered rainwater. Monitoring groundwater conditions is facilitated through the installation of piezometers to measure pressure at specific depths.



In Durgapur, the plant operates an ETP with a capacity of 500 KLPD. To minimise blowdown water for the cooling tower, a side stream filter has been installed. Additionally, the plant has improved water efficiency by replacing existing reverse cooling water (RCW) pumps with undersized pumps, reducing water wastage and enhancing overall efficiency.



The Kochi plant has an ETP capacity of 130 KLPD. PCBL has implemented a chlorine dioxide (ClO₂) generator and improved the quality of raw water, resulting in a 10% reduction in total water consumption. The reject water from the ultra-filtration process is reused within the system, further optimising water usage.

5. Please provide details of air emissions (other than GHG emissions) by the Company:

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)*
NOx	Mg/Nm ³	21	16
SOx	Mg/Nm ³	78	77
Particulate matter (PM)	Mg/Nm ³	33.7	37
Persistent organic pollutants (POP)		Not measured	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

*Data for FY 2021-22 has been corrected

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

Yes. The below mentioned external agencies have conducted the evaluation:

- Green Vision
- Qualissure Laboratory Services
- Envirodesigns Eco Labs
- Eco-clean Consulting Services
- Aqua-Air Environmental Engineers Private Limited
- Mitra S.K. Private Limited



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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
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	709970	635210.11
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	1688	3502.17
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ -e/INR	1.212 x 10 ⁻⁵	1.436 x 10 ⁻⁵
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the Company	tCO ₂ -e/MT	1.59	1.39

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

PCBL has implemented various initiatives in renewable energy, resulting in a decrease in traditional electricity consumption and a subsequent reduction in greenhouse gas (GHG) emissions. In FY 2022-23, PCBL exported 365,930.64 MWh of electricity generated from waste gas through heat recovery to the grid, displacing approximately 298,233.47 tCO₂e of grid electricity. The Company conducted a carbon footprint assessment according to ISO 14064-1:2018, ISAE 3410 (GHGs), and GHG protocol during the same fiscal year to analyze energy consumption patterns and develop corresponding mitigation plans. PCBL's efforts include installing a 7 MW power plant at its Kochi manufacturing site, implementing a new reactor design at three plants to enhance quality consistency and decrease CO₂ emissions per tonne of carbon black produced, and introducing Air Preheater (APH) and oil preheater management programmes to improve heat recovery and reduce the carbon footprint. Co-ordination with procurement team was also done to further economise purchase of feedstock and for greater use of local and alternative suppliers.

*Grid Emission factor: 0.815 t CO₂/MWh (CEA user guide Version 18, 2022)

8. Provide details related to waste management by the Company:

Total Waste Generated (in metric tons)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)**
Plastic waste (A)	144.55	64.60
E-waste (B)	1.83	4.40
Bio-medical waste (C)	0.02	0
Construction and demolition waste (D)	0	0
Battery waste (E)	2.93	3.1
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1883.08	726.10
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1961.68	47.80
Total (A+B + C + D + E + F + G + H)	3994.07*	846.00

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

Category of waste	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)**
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
Total	Nil	

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

Category of waste	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)**
(i) Incineration	0	8.5
(ii) Landfilling	1742.31	499.4
(iii) Other disposal operations	2127.86	154.7
Total	3870.17*	663

*In FY 2022-23 we have included the quantity of waste (approx. 2045 MT) sold to third-party for the use at their end; these are mainly metal scrap, refractory, plastics etc.

**Data for FY 2021-22 has been corrected.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency - No

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.

PCBL has a systematic approach to waste management, categorising wastes into hazardous and non-hazardous types and further classifying them by specific categories. The Company ensures proper disposal methods for each type of waste, adhering to guidelines from Pollution Control Boards and regulatory bodies.


- Focussed Improvement Projects (FIPs) are implemented to reduce waste generation at the source, while a centralised scrapyard at the Kochi plant facilitates proper segregation and disposal of waste.
- A dedicated team oversees scrap management and conducts awareness training for employees.
- Comprehensive waste management standard operating procedures (SOP) have been developed to guide the process.

PCBL emphasises employee awareness through virtual and classroom training sessions, educating them on waste generation, disposal, and the impact on health, safety, and the environment. The Company also accounts for wastes sold to third parties. These initiatives demonstrate PCBL's commitment to responsible waste management and environmental sustainability.

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

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.
Not Applicable			

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

Name and brief details of project	
EIA Notification No.	
Date	
Whether conducted by independent external agency (Yes/No)	
Results communicated in public domain (Yes/No)	
Relevant Web Link	

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

PCBL's existing operations/offices comply with applicable environmental regulations and operate as per Consent to Operate (CTO) conditions from the Central and State Pollution Control Boards.

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources :-

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) [Captive Load i.e (Process, R&D, admin etc except CPP) and CPP auxiliary excluding import]	830872.33 GJ	800548.49 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	830872.33 GJ	800548.49 GJ
From non-renewable sources		
Total electricity consumption (D) Import from grid MWH	7084.55 GJ	14225.699 GJ
Total fuel consumption (B) (Diesel)	2236.77 GJ	805.68 GJ
Energy consumption through other sources (C)	0	0
Total energy consumed from non-renewable sources (D+E+F)	9321.32 GJ	15031.379 GJ

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

No

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Nil
All the units of PCBL are Zero
Liquid Discharge compliant.

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.

No

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):



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

(i) Name of the area: Palej and Mundra

(ii) Nature of operations: Manufacturing of Carbon Black

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	393910	361717
(ii) Groundwater	824856.3	644361
(iii) Third party water	21792	0
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	1240558.3	1006078

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total volume of water consumption (in kilolitres)	1223466.92	1004273
Water intensity per rupee of turnover (Water consumed/turnover) (KL/INR)	2.08×10^{-5}	2.26×10^{-5}
Water intensity (optional) – the relevant metric may be selected by the Company (KL/MT)	2.74	2.20
Water discharge by destination and level of treatment (in kilolitres)	Nil All the units of PCBL are Zero Liquid Discharge compliant.	
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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.

No

4. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 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	156887	162850.99
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/INR	2.67×10^{-6}	3.66×10^{-6}
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the Company	tCO ₂ e/MT	0.35	0.357

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

Yes, independent assessment/evaluation/assurance has been carried out by TUV India Private Limited (TUVI).

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

Not Applicable

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

A robust and scalable infrastructure for R&D activities has been put in place.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	<p>Infrastructure: Utilisation of waste gas (Tail gas) to generate green energy through heat recovery</p>	<p>In FY22-23, a plant of capacity 7 MW has been installed at our Kochi Unit</p>	<p>It helps in reducing greenhouse gas emissions by utilising a previously unused resource. It also contributes to cost savings by offsetting the need for additional energy sources.</p>
2	<p>Operations: Flame profiling of reactors</p>	<p>Flame profiling done to measure the composition, flame pattern and energy distribution after combustion</p>	<p>Better combustion efficiency and higher refractory life.</p>
3	<p>Technology: Installation of High Pressure SFS pump in Mundra</p>	<p>High Pressure SFS pumps have been installed in Mundra; the pipelines, Controlling Equipment and Measuring Equipment for Pressure, Flow and Temperature of the oil have been upgraded.</p>	<p>Improved Combustion Process Efficiency and Yield.</p>
4	<p>Installation of High Pressure Water Pump</p>	<p>High Pressure Water pumps have been installed in Mundra. Lines and Equipment were upgraded</p>	<p>Improved the Quality of the Product and Yield. Hence less waste generation, better utilization of Raw material, Productivity Improvement.</p>
5	<p>Installation of LGM</p>	<p>Long Gap Mill is installed in the Conveying line of Palej</p>	<p>Improved Quality and Reduced Waste Generation because of poor quality.</p>
6	<p>Product Cooler Surface has been increased</p>	<p>In order to improve Product Cooler efficiency, surface area was increased to increase Heat Transfer through Convection.</p>	<p>Improved the performance of Product Cooler. It improved the quality and less off-spec for high temperature, Lumps, etc. Reduced bag damage and waste generation because of high temperature of the product</p>
7	<p>Installation of High Pressure Compressor</p>	<p>High Pressure Compressor has been installed in Durgapur for Reactor atomising system</p>	<p>Improved atomisation, enhance reactor performance, increase productivity, and optimise reaction conditions</p>

7. Does the Company have a business continuity and disaster management plan?

PCBL has approved On-Site Emergency Plans/Disaster Management Plans for all its sites. These plans identify potential natural or man-made disasters, associated risks, and necessary preparations. They cover emergencies such as fire, explosions, toxic releases, and natural calamities. The plans include contact details and emergency response team members. Roles and responsibilities are clearly defined and communicated to employees. Mock drills are conducted periodically to assess preparedness and enable faster response in case of incidents, minimising human and asset losses. Debriefing sessions are held to identify areas for improvement. These plans ensure proactive measures are in place to mitigate risks and enhance overall emergency response capabilities.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the Company. What mitigation or adaptation measures have been taken by the Company in this regard?

PCBL recognises that its value chain can have negative environmental effects, including air and water pollution, solid waste generation, and high energy consumption. To address these concerns, the Company has implemented a procurement process that integrates ethical, environmental, and social considerations. PCBL actively collaborates with its suppliers to raise awareness about environmental issues and encourages the adoption of sustainable practices. The Company takes specific actions to reduce greenhouse gas emissions, pollutants, and water consumption, while promoting the use of renewable energy sources. Audits are conducted to ensure suppliers adhere to emission and water reduction requirements. PCBL also advocates for the use of substitutes for hazardous materials and emphasises proper waste management practices. Efforts are made to minimise waste sent to landfills and explore alternative disposal methods. Digital processes are encouraged to reduce paper usage and streamline operations. Additionally, PCBL promotes optimised packaging materials and loadability to minimise environmental impact. The Company implements coastal movement of materials to decrease greenhouse gas emissions from road transportation. Furthermore, PCBL engages with major raw material suppliers and supports the growth of small and medium-sized local businesses in the carbon black industry. These initiatives demonstrate PCBL’s dedication to responsible and sustainable practices across its value chain.

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

During FY 2022-23, 59% of our total suppliers by value of PCBL were assessed.

7 PRINCIPLE

Policy Advocacy: 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

During the year, PCBL had active affiliations with 8 such trade and industry chambers/associations.



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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Chamber of Commerce (ICC)	National
2	Federation of Indian Chambers of Commerce & Industry (FICCI)	
3	Confederation of Indian Industry (CII)	
4	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	
5	All India Management Association (AIMA)	
6	Federation of Indian Export Organisations (FIEO)	
7	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (CHEMEXCIL) [arrange these organisations]	
8	Bengal Chamber of Commerce and Industry (BCC&I)	

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

Name of authority	Brief of the case	Corrective action taken
N.A.	N.A.	N.A.

The Company has not engaged in any anti-competitive conduct.

Leadership Indicators

1. Details of public policy positions advocated by the Company:

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of review by board (annually/half-yearly/quarterly/ others - please specify)	Web link, if available
No such positions advocated					

8 PRINCIPLE

Inclusive Growth: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Not Applicable

- 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your Company:**

Sl. 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 RS.)
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Not Applicable

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

PCBL's CSR Committee at the Board level oversees CSR activities, along with the corporate CSR team. Plant-level CSR teams handle stakeholder grievances and engage with the community directly or through implementing agencies. Grievances received are communicated to the CSR team and discussed with the board-level committee in quarterly meetings. Resolutions are then conveyed back to the community members or their representatives.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	4.94%	1.73%
Sourced directly from within the district and neighbouring districts	13%	5.1%

Leadership Indicators

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

Not applicable.

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

S. No.	State	Aspirational District	Amount spent (In RS.)
1.	Gujarat	Kutch, Bharuch	The total amount spent breakup is provided in the Annual Report on CSR activities of the Company provided under Annexure-C of the Annual Report.
2.	West Bengal	Kolkata, Burdwan	
3.	Kerala	Ernakulum	
Total			

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

(b) **From which marginalized/vulnerable groups do you procure? - Not applicable**

(c) **What percentage of total procurement (by value) does it constitute? - Not applicable**

PCBL recognises the importance of small and medium-sized suppliers (LMS) and has implemented mechanisms and policies to support their growth. LMS in the carbon black industry face challenges due to limited infrastructure and capabilities. To address this, PCBL has established a strategic development roadmap for local manufacturing, specifically for packaging, machineries, and spares. The Company now procures paper bags locally for automatic packaging machines instead of importing them. They have also developed local manufacturers for various machineries and spares through knowledge sharing and technology transfer. The goal is to meet international standards and reduce dependence on imports. PCBL is actively working on developing APH locally, a crucial equipment in the carbon black manufacturing process. These initiatives contribute to the growth and development of local suppliers while ensuring quality and reliability in the supply chain.

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

Not Applicable

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

Not Applicable

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Facilitating and Imparting Education among the underprivileged students		

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
2	Contribution towards upliftment of underprivileged persons and students	43,900 persons	100%
3	Contribution towards house-keeping work in the village areas		
4	Contribution towards community shed constructions and development of the surrounding slum areas in and around the Plant		
5	Medical care for cancer treatment and other medical aids to the disadvantaged sections of the society		
6	Distribution of flags under the Har Ghar Tiranga Campaign		
7	Construction and development of roads and water storage tank in the surrounding village areas		
8	Distribution of food packets in the surrounding village areas due to flood		
9	Contribution towards cow fodder and developing green belt outside the plant premises and the surrounding village areas		
10	Contribution towards athletic tournament, distribution of sports kits among children		
11	Contribution towards distribution of sports kit among children		
12	Civil work and development of nearby village		

9 PRINCIPLE

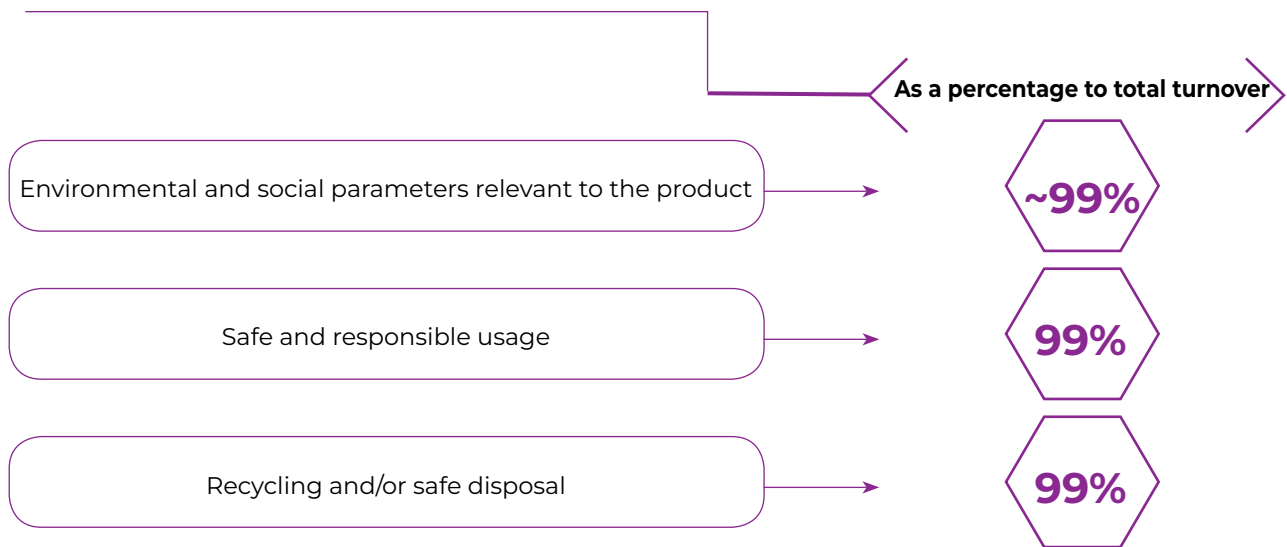
Customer/Consumer Value: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

Customer complaints are logged in the SAP system with relevant details and forwarded to the Technical Services (TS) coordinator. The complaint is reviewed by the functional head of the plant, and if justified, immediate containment actions are taken. Root cause analysis is conducted by a Cross Functional Team (CFT), and an action plan is sent for approval. The RCA/CAPA report is reviewed and shared with the TS coordinator. Once closed in SAP, a system-generated email with the RCA report is sent to the marketing team for customer submission. Timely resolution is targeted within 15 days, and feedback is collected post-resolution to address customer concerns and improve satisfaction.

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



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

	FY 2022-23 Current Financial Year		Remarks	FY 2021-22 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil		No Complaints received	Nil		No Complaints received
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices	19	0	All complaints were duly resolved during the financial year	58	0	All complaints were duly resolved during the financial year
Others*						

* Reported customer complaints are related to product processing and application.

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

There were no product recalls during the reporting year.



5. Does the Company have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

PCBL has implemented an End User Mobility & Data Security Policy available on their internal Employee Portal. They follow ISMS guidelines and utilise the SAP Document Management System to store critical documents securely. The Sapphire IMS platform is used for IT incident logging and asset management, improving support and governance. They have successfully completed a SAP DR Drill in Amazon Singapore Server, enhancing IT team confidence in data security and availability during disasters, while saving costs. The initiatives ensure data confidentiality, integrity, availability, and efficient IT management. PCBL also has in place a Cyber Security Insurance to handle any impact of residual risks. PCBL has a designated CISCO and is embarking on the journey of adopting the latest version of ISMS:ISO27001.

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

Not applicable as no such issue and incident has been reported during the reporting period.

Leadership Indicators

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

The product related information can be accessed at Company's website at -<https://www.pcblltd.com>

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

Safety Data Sheet (SDS) containing all the relevant information is available on Safety Data Sheet (SDS) - PCBL Limited (pcblltd.com) and also communicated to customers separately.

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

The information related to any risk of disruption/discontinuation of essential services is communicated to consumers through e-mails.

4. Does the Company display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief. Did your Company carry out any survey with regard to consumer satisfaction relating to the major products/services of the Company, significant locations of operation of the Company as a whole?

PCBL places a high priority on customer satisfaction and goes the extra mile to provide additional product information. They issue Certificates of Analysis (COA) to customers, capturing details of material quality and manufacturing information. The product packaging includes essential information such as grade, manufacturing unit, quantity, date of manufacturing, batch number, bag number, company name, and handling instructions.

To ensure customer engagement and address queries or concerns, PCBL conducts virtual meetings using platforms like Microsoft Teams, Google Meet, and Zoom. They also make courtesy visits to customers and channel partners, attend trade shows, conferences, and maintain regular telephonic discussions. Major customers in the international market are visited quarterly, while tyre customers are visited weekly, non-tyre customers monthly or bi-monthly, and retail customers every 3 to 6 months.

PCBL has established a robust complaint handling system and customer-specific requirement management system through SAP. They utilise assigned web portals to effectively address and mitigate customer grievances, risks, and disagreements. Regular participation in market-specific trade shows and national and international conferences further strengthens their customer engagement efforts.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact → **None**
- b. Percentage of data breaches involving personally identifiable information of customers → **None**

For and on behalf of the Board

Dr. Sanjiv Goenka
Chairman
(DIN: 00074796)

Place: Kolkata
Date: 15 May, 2023