

May 09, 2023

DCS-CRD BSE Limited First Floor, New Trade Wing Rotunda Building, Phiroze Jeejeebhoy Towers Dalal Street, Fort, Mumbai 400001 Fax No.2272 3121/2037/2039 Stock Code: 543213	Listing Compliance National Stock Exchange of India Ltd. Exchange Plaza, 5 th Floor, Plot No. C/1, 'G' Block, Bandra- Kurla Complex Bandra East, Mumbai 400 051 Fax No.2659 8237/8238 Stock Code: ROSSARI
---	--

Dear Sir/Madam,

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

Pursuant to the Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, and BSE Limited's Notice No. 20220712-36 dated July 12, 2022 and with reference to our intimation dated May 08, 2023, regarding Annual Report of the Company for the Financial Year 2022-23 including the Business Sustainability and Responsibility Report ("BRSR") we have enclosed herewith BRSR Report for the Financial Year 2022-23, as advised in the above mentioned notice.

The same may please be taken on record and suitably disseminated to all concerned.

Thanking you,

Yours Sincerely,
For Rossari Biotech Limited

**PARUL
GUPTA** Digitally signed
by PARUL GUPTA
Date: 2023.05.09
19:22:09 +05'30'



Parul Gupta
Company Secretary & Compliance Officer
Membership No.: A38895

Encl.: as above

ROSSARI BIOTECH LIMITED

(An ISO 9001:2015 & 14001:2015 Certified Company), CIN: L24100MH2009PLC194818

Regd. Office : 201 A - B, 2nd Floor, Akruiti Corporate Park, L.B.S Marg, Next to GE Gardens, Kanjurmarg (W), Mumbai - 400078, India. T : +91-22-6123 3800 F : +91-22-2579 8982

Factory : Plot No. 10 & 11, Survey No. 90/1/10/ & 90/1/11/1, Khumbharwadi, Village Naroli, Silvassa - 396235, Dadra & Nagar Haveli (U.T.), India. T : 0260-669 3000

: Plot No. D3/24/3, Opposite Yokohama Tyre, Phase III, G.I.D.C Dahej, Village Galenda, Taluka Vagra, Bharuch-Gujarat - 392130, India. T : +91 2641-661621

info@rossari.com

www.rossari.com

Business Responsibility & Sustainability Report

Rossari has the vision to be the leading and most reliable solution provider globally in its sectors of choice with focus on sustainability. Your Company believes that companies can play an integral part in the progress of the society. As a founding principle we value all our stakeholders.

The aspiration of being one of the top most admired global brands, can be achieved by doing businesses on sound sustainability principles that addresses the dimensions of good governance as well as environmental and social responsibility. We believe that sustainability is not just a destination or a journey, it is a way of life.

SECTION A : GENERAL DISCLOSURE

I. Details of the Company

1.	Corporate Identity Number (CIN) of Company	L24100MH2009PLC194818
2.	Name of Company	Rossari Biotech Limited
3.	Year of Incorporation	2009
4.	Registered Office	201 A-B, Akruiti Corporate Park, L.B.S Marg, Next to GE Gardens, Kanjurmarg (West), Mumbai 400078.
5.	Corporate Officer Address	(West), Mumbai 400078.
6.	Contact Number (Telephone)	+91 22 6123 3800
7.	Email	info@rossari.com
8.	Website	www.rossari.com
9.	Financial Year of Report	2022-23
10.	Stock Exchange where the shares of the Company are Listed	BSE Limited (Stock Code : 543213) National Stock Exchange of India Limited (Stock Code : ROSSARI)
11.	Paid up Capital (₹ in million)	₹ 110.31 million
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR	Parul Gupta Company Secretary & Compliance Officer Contact Details: E-mail: investors@rossari.com Direct No.: +91 22 6123 3952
13.	Reporting Boundary	Standalone

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacture of Chemical and Chemical Products	The Company is mainly engaged in the business of manufacturing of Specialty Chemicals for Textile, Home and Personal Care and Animal Health and Nutrition	Manufacture of Chemical and Chemical Products

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of organic and inorganic chemical compounds n.e.c.	20119	100%

III. Operations

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

Locations	Number of plants	Number of offices	Total
National	2	1	3
International	-	2 (Company through its representative office has operation in Bangladesh and Vietnam.)	2

Business Responsibility & Sustainability Report (Contd.)

17. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	28 States and 8 Union Territory
International (No. of Countries)	9

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

The exports of the Company contribute to nearly 13% of its total turnover as of 31st March, 2023.

c. A brief on types of customers:

We are one of the leading specialty chemicals manufacturing company. Providing customised solutions to specific industrial and production requirements of our customers primarily in the FMCG, textile, poultry and animal feed industries through our diversified product portfolio comprising of home, personal care and performance chemicals, textile specialty chemicals, and animal health and nutrition products.

As a specialty chemical manufacturing company, we continuously monitor industry trends so as to ensure that our products continue to remain relevant and help our customers meet the evolving market demands. We are driven by technical innovation in formulations and applications of our products in order to provide specific and customised solutions to our customers.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	437	375	86	62	14
2.	Other than Permanent (E)	79	70	89	9	11
3.	Total employees (D + E)	516	445	86	71	14
Workers						
4.	Permanent (F)	63	63	100	0	0
5.	Other than Permanent (G)	564	524	93	40	7
6.	Total workers (F + G)	627	587	94	40	6

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	2	1	50	1	50
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	2	1	50	1	50
Differently Abled Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	2	2	100	-	-
6.	Total differently abled workers (F + G)	2	2	100	-	-

19. Participation/Inclusion/Representation of women :

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	17%
Key Management Personnel	3	1	67%

Business Responsibility & Sustainability Report (Contd.)

20. Turnover rate for permanent employees and workers :

Particulars	Financial Year 2022-23 (Turnover rate in current FY)			Financial Year 2021-22 (Turnover rate in previous FY)			Financial Year 2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12	3	15	12	2	14	12	2	14
Permanent Workers	-	-	-	1	-	1	1	-	1

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

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

Sr. No.	Name of the holding subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Buzil Rossari Private Limited	Wholly owned Subsidiary	100	Yes
2.	Rossari Consumer Products Private Limited	Wholly owned Subsidiary	100	Yes
3.	Unitop Chemicals Private Limited	Subsidiary	80	Yes
4.	Tristar Intermediates Private Limited	Subsidiary	84	Yes
5.	Romakk Chemicals Private Limited	Subsidiary*	50.10	Yes

*As per the provisions of Companies Act, 2013

Note : Rossari encourages its Subsidiary Companies to participate in BR initiatives.

VI. CSR Details

22. Details of CSR :

(₹ in million)

Sr. No.	Particulars	Details
(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
(ii)	Turnover (2022-23)	9,751.72
(iii)	Networth (2022-23)	8,586.96

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)	Financial Year 2022-23 (Current Financial Year)			Financial Year 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	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	01	0	-	12	12	-

Business Responsibility & Sustainability Report (Contd.)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	Financial Year 2022-23 (Current Financial Year)			Financial Year 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
Customers	Yes	-	-	-	-	-	-
Value Chain Partners	Yes	-	-	-	-	-	-
Other (please specify)	Yes	-	-	-	-	-	-

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

Everything we do at Rossari is driven by our Purpose to Share the Strength. Our sustainability strategy guides us to work in ways that not only benefit our customers but also empower our people and preserve the planet we all rely on. We have identified the areas where we can have the greatest positive impact, focusing our efforts on what matters most to our stakeholders.

Material assessments undertaken generally include a sustainability-focused approach into our corporate strategy. We aim to periodically conduct materiality assessments to understand key topics that could significantly impact our business operations, our environment as well as our stakeholders. Further, our prioritised material topics represent the contours of our Sustainability Reports :

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Green Chemistry	Opportunity	<p>The Company is responding to fast changing market trends that are fast moving towards greener products.</p> <p>R&D is a core of the Company. Rossari Centre of Excellence is a research and development centre located at the IIT Bombay Campus, equipped with state-of-the-art testing and research equipment. The centre plays a vital role in the Company's pursuit of innovative solutions and is recognised by the Department of Scientific and Industrial Research under the Government of India. It focuses on synthesis research, formulation and development, technical service, and distributed control system for high levels of automation and repeatability, enhancing the Company's R&D capabilities.</p>		With its R&D and innovations, Company will be able to reduce the impact on the environment while providing effective solutions to its clients. By offering a range of eco-friendly products, Rossari is helping promote sustainability in the chemicals industry and contributing to a safer future for all.
2.	Economic Performance	Opportunity & Risk	Being a listed company and having the objective to maximise shareholder value, economic performance is a key.	Focus on succession planning, undertaking well defined programmes for upgradation of technologies, competencies, capacity building, training, and learning from time to time to enable the growth.	Financial growth would serve the interest of all the stakeholders of the enterprise.

Business Responsibility & Sustainability Report (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Ethics, Integrity & Governance	Opportunity & Risk	<p>Committed to developing an excellent working culture, good governance help to attract and retain talent, improve brand value among stakeholders and smooth business operation.</p> <p>Code of conduct supported by its high standards of ethics is non-negotiable for the Company. Awareness programmes on whistleblower policy and Prevention of Sexual Harassment are conducted to sensitise all employees.</p> <p>The Company believes in equitable and fair business practices and looks to positively promote this across all its endeavours. Our commitment to anti-corruption and anti-bribery policy is high and any violation is taken seriously.</p> <p>This is associated with compliance and reputational risk that has the potential to impact Business.</p>	<p>Rossari has zero tolerance for statutory non-compliance. Ethical standards are demonstrated without any delay to ensure rigor and communication</p> <p>Bringing 'Code of Conduct' into the realm of discussion while handling dilemmas, conflicting choices and paradoxes.</p>	<p>These mitigation practices help us with de-risking facilities, healthy work environment which brings better productivity.</p> <p>Adherence to regulatory compliance, attract customers and grow business.</p> <p>Stakeholders are an important part of our business and also partners in our business processes. Hence, a proactive and proactive approach to stakeholder engagement is a priority of the Company.</p>
4.	Water Stewardship	Opportunity & Risk	<p>The Company's business is water intensive. Excessive use of water is a waste of this precious natural resources but could also be an indicator of internal process inefficiency. This impacts overall business efficiency and the overall efficiency of the plant.</p>	<p>The Company has strong waste water management systems and is compliant to all related relevant laws.</p> <p>The Company is aggressively looking to Reuse, Reduce and recycle, wherever possible, which in turn will improve efficiency and reduce cost. The Company promotes treatment of water in ways that are socially equitable, environmentally sustainable, and economically beneficial. Hazardous waste is sent to authorised waste management agencies and Non-Hazardous waste is sent to authorised recyclers for further recycling.</p> <p>This results in better water conservation and use, which we believe, is a responsible behaviour.</p>	<p>We have an opportunity to be water positive at individual sites.</p> <p>Water scarcity can affect our production site which may impact a lesser generation of revenue.</p>

Business Responsibility & Sustainability Report (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Climate Change	Risk	Waste, water and energy management have been identified as key material issues under the Climate change and environmental risk. The Climate Change and environmental risks is addressed to emphasise on the Company's climate consciousness and its contribution towards mitigation action plans.	<p>Using the culture of innovation within the Company and the strength of the Company's R&D, the Company is always exploring innovative means to improve product efficiency. The focus is on being cost and energy efficient without compromising quality.</p> <p>The use of renewables is a business priority to the Company as it impacts not only cost but also profitability. The Company believes in doing business responsibly.</p>	<p>Sustainability and carbon emission reduction is an opportunity for not just being a responsible business, but also in improving business efficiencies, employer brand and exploring innovative products to meet the changing consumer preference.</p> <p>Any failure to comply with environmental standards and regulations invites reputational risk and is detrimental to business. The Company is consciously aware of this and has put effective controls to eliminate any possible violations</p>
6.	Product Safety and Compliances	Risk	<p>Striving to achieve the high standard of various certification, provides opportunities to the Company to not only raise and maintain high internal standards but it also becomes a confidence building measure with our existing and potential clients. The Company invests in training and encouraging its employees to achieve and maintain these relevant certifications.</p> <p>Product compliances from brands and retailers has its impact on business and carries a reputational and compliance risk.</p>	<p>The Company takes necessary measure to ensure that Product compliances are always maintained.</p> <p>The Company has well established channels of communication to address any issue that may arise. This includes email and contact numbers, being made available on the website.</p> <p>Developing more resource efficient products and meeting and exceeding statutory requirements</p> <p>The Company has a strong R&D practice that focuses on developing resource efficient products.</p>	<p>Failure to comply with current or future regulations on products or failure to meet compliances related to environment would attract hefty fines and may even lead to loss of sales.</p>

Business Responsibility & Sustainability Report (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Development of Human Capital	Opportunity & Risk	<p>Employees are the main resources to the Company. The Company understands its responsibilities towards them and ensures that all welfare measures as required by the law and more are made available to them. The Company has a competitive compensation policy.</p> <p>The business requires specialists in its functioning. Attraction and retention is a major focus area, executed through the Human Resources policies and procedures. There is strength in diversity. This goes beyond gender diversity and includes diversity of age, experience and qualification. Diversity is promoted in the Company.</p> <p>Absence of a comprehensive Human Rights governance structure from the aspects of parameters such as working conditions, child/ forced labour, fair remuneration, gender diversity, prevention of sexual harassment, freedom of association, collective bargaining will impact the Company's performance in social domain from the perspective of employee workforce as well as community.</p>	<p>Rossari believes that ethical practices and values are critical to the success of a company. Therefore, the Company strives to promote a work environment where ethical behaviour is valued and rewarded.</p> <p>Rossari provides regular training and learning opportunities to keep its employees updated in the ever-changing macro environment. The Company prioritises employee health and safety through its policies and fosters an inclusive and rewarding work environment to keep them motivated.</p>	<p>Happy and engaged employees keep customers happy and delighted.</p> <p>Company has setup annual goal setting and review mechanism. Further, a proper reward and recognition mechanism in place and financial help to the employees in need, including for their continued education, motivates them to grow.</p>
8.	Community Development	Opportunity	Streamlining CSR initiatives with the needs of community members by virtue of impact assessments and stakeholder engagement sessions, enables the Company to highlight its positive impact on the community.		Contributions made by the Company towards upliftment of the community through various initiatives and partnerships focusing on the health, education, human life upliftment, among others, elevates the Company's brand value among the local community members as well as contributes towards positive social performance.

Business Responsibility & Sustainability Report (Contd.)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Principle 1 (P1)

Ethics, Transparency and Accountability

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable

Principle 2 (P2)

Product Lifecycle Sustainability

Business should provide goods and services in a manner that is sustainable and safe

Principle 3 (P3)

Employee Well Being

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

Principle 4 (P4)

Stakeholder Engagement

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

Principle 5 (P5)

Human Rights

Businesses should respect and promote human rights

Principle 6 (P6)

Preservation of Environment and Safety

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

Principle 7 (P7)

Responsible Advocacy

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

Principle 8 (P8)

Inclusive Growth & Equitable Development

Business should promote inclusive growth and equitable development

Principle 9 (P9)

Consumer Value

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

Business Responsibility & Sustainability Report (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.rossari.com/corporate-governance/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*
4. Name of the national and international codes certifications/ labels standards	All policies conform to the applicable laws of the country, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and National Guidance on Responsible Business Conduct. In addition, the policies have been formulated in accordance with the ISO standards wherever applicable.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Rossari endeavours to become a frontrunner in the specialty chemical business with the least environmental footprint. Rossari's mission serves as guiding pillar on the road to provide sustainable solutions to its customers and become a socially responsible citizen. The Company's approach to sustainable development is incorporated into its business strategy. An integral part of its sustainable journey and its continuous endeavour to protect the environment through conservation of water and energy, minimisation of waste and environmentally sound disposal.</p> <p>The Company is focused on areas of climate change, energy, greenhouse gases, renewable energy, tree plantation, water, and packaging waste. With a clear roadmap in mind and focus, the performance of these goals and material topics have been identified and will be reviewed in the internal review meetings.</p> <p>Major focus areas for upcoming years are exploring various route to reduce Carbon Footprint from the Business and Enhancing social inclusion by helping economically vulnerable people for work and income.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	<p>Where this report shows the initiatives and steps taken by the Company towards sustainability, we have identified our ESG focused areas and materiality topics during the Financial Year under review.</p> <p>We will present the performance of the Company against specific commitments in the years to come.</p>								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>Rossari was co-founded by Mr. Edward Menezes and Mr. Sunil Chari, with the sole intention and focus on customer-centric products delivered using advanced technologies and sustainable ways of manufacturing. We firmly believe sustainability is all about the right balance between our ability and responsibility to gain relevance and stability. We have always been strong believers of growing with collaborative efforts. We think right collaborations can facilitate the exchange of ideas and bring together collective efforts and expertise – giving an opportunity to create something exceptional.</p> <p>Sustainability, for us, is a way of creating a massive change. It is about making choices keeping long-term perspectives of business, society and the environment in mind. Simply put, it forms the core at Rossari. We aim to deliver sustainable products to our customers backed by a sustainable business model. Our dedication toward sustainability is reflected in our customised, environmentally responsible, and cost effective solutions on the operational front that we constantly keep working on. As a domestic market leader in creating environmentally friendly products across all categories, we have campaigned for sustainable procedures and green chemistry as an organisation right from our outset. We believe, this will be an important growth lever for us in the future as sustainable competitive advantage takes centre stage.</p> <p>At Rossari, various initiatives have been taken for Water Conservation, Energy Management, Waste, and GHG emission reductions. Further, when it comes to our Society, Rossari has centred its CSR initiatives to provide health, education and basic life necessities for the underprivileged and deprived section.</p> <p>Highest level of Governnace is core of Rossari and Ethical Practices is something we have practiced since our inception. Sustainability is, in other words, an integral business enabler for us - not a short-term performative façade and I hope you will be confirmed in our genuine efforts as you dig further into this report.</p>								

Business Responsibility & Sustainability Report (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business responsibility policy (ies).	Name : Mr. Sunil Chari Designation :Managing Director DIN : 00149083								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Mr. Sunil Chari, Managing Director, oversees and periodically review Business Responsibility and Sustainability Initiatives of the Company. The Corporate Social Responsibility (CSR) Committee also (formed under Section 135 of the Companies Act, 2013) reviews the performance of Corporate Social Responsibility programmes and initiatives of the Company.								

*The Company's BR Policy is applicable to the management and all employees of the Company. The Company encourages and expects its Supply Chain partners to adopt the BR practices and as we evolve into the framework, we aim to work towards making all our Supply Chain partners ESG compliant.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes									Periodically / Need basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes									Ongoing Basis								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P1	P2	P3	P4	P5	P6	P7	P8	P9
										The assessment / evaluation of the working of its policies is being done internally. During the Financial Year under review the Company has appointed Momentum India Private Limited to review and upgrade the Health, Safety, Security and Environment standards of its Plants.								

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 - ETHICS, TRANSPARENCY AND ACCOUNTABILITY

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	Percentage of person in respective category by the awareness programme
Board of Directors (BODs)	7	Updates and awareness related to regulatory changes are conducted for the Board of Directors & KMPs. Topics covered: 1. Corporate Governance 2. Companies Act, 2013 3. Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulation, 2015 4. Environmental & Safety Matters	100%
Key Managerial Personnel (KMPs)			

Business Responsibility & Sustainability Report (Contd.)

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under the training and its impact	Percentage of person in respective category by the awareness programme
Employees other than BODs and KMPs	5	Various skill development and knowledge upgradation trainings were conducted for employees including the following trainings: 1. Code of Conduct with key learnings on Regulation, Monitoring, and Reporting by Designated Person. 2. Communication and Interpersonal Skills 3. Time Management and Critical Thinking 4. Financial Wellbeing 5. Environment, Health and Safety Health and Safety related training and awareness sessions have been conducted to develop skills and update their knowledge with the aim of providing safer work place for all employees and stakeholders at all locations and offices.	100%
Workers	274	Session has been conducted including following to develop skills and update their knowledge with the aim of providing safer work place for all employees and works at the plants : 1. Health and Safety related training and awareness sessions have been conducted 2. Waste Management 3. Advance Fire Fighter Training	100%

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

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

Non-Monetary					
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-

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

Case Details	Name of the Regulatory/ Enforcement Agencies / Judicial Institutions
-	-

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy:
Yes, the Company believes and encourages all employees and stakeholders to conduct business in an ethical manner, which includes anti-corruption / anti bribery. This is strongly reflected in our Business Responsibility Policy, Code of Ethics and is well supported by our Whistle Blower Policy.

The same are available in the Corporate Governance Section on the website of the Company at <https://www.rossari.com/corporate-governance/>.

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

Business Responsibility & Sustainability Report (Contd.)

Particulars	Financial Year 2022-23 (Current Financial Year)	Financial Year 2021-22 (Previous Financial Year)
Directors	-	-
Key Managerial Personnel (KMPs)	-	-
Employees other than BODs and KMPs	-	-
Employees	-	-
Workers	-	-

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

Particulars	Financial Year 2022-23 (Current Financial Year)		Financial Year 2021-22 (Previous Financial Year)	
Number of complaints received relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the Key Managerial Personnel	-	-	-	-

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

Not Applicable

Leadership Indicators

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

Yes, the Company has a Code of Ethics for Board of Directors, Key Managerial Personnel and other members of Senior Management, which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company receives an annual declaration from its Board of Directors, Key Managerial Personnel and Senior Management Personnel on the entities they are interested in, which can arise a conflict of interest, and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with respective entity.

The policy is available on the Company's website at <https://www.rossari.com/corporate-governance/>

PRINCIPLE 2 – PRODUCT LIFECYCLE SUSTAINABILITY**Essential Indicators**

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

The Company as a formulator of textile specialty chemicals and auxiliaries always supports and promotes chemical management system quality management system through various Manufacturing Restricted Substances List (MRSL), Restricted Substances List (RSL) of various standards of different entities and brands. Promoting our products with different certifications like Global Organic Textile Standard (GOTS), Zero Discharge of Hazardous Chemicals (ZDHC), screen chemistry etc.

Particulars	Financial Year 2022-23 (Current Financial Year)	Financial Year 2021-22 (Previous Financial Year)	Details of improvements in environment and social impacts
R&D	-	-	-
Capex	-	-	-

The Company is currently not maintaining this data separately, this data will be available in the subsequent years.

Business Responsibility & Sustainability Report (Contd.)

2. a. Does the entity have procedures in place for sustainable sourcing :

Yes, The Company continuously strives to implant sustainability throughout its supply chain system. The sustainability roadmap of the Company includes association with strategic suppliers and creating, common supplier base for different product lines, sourcing from tightly knit clusters, optimising logistics to reduce fuel consumption, emissions and carbon footprint, re-usable packaging to minimise wastage and re-use.

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

100% of critical inputs are 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 :

A detailed process is currently being worked out in accordance to Extended Producer Responsibility. All e-waste are disposed through authorised recycler, with whom the Company has formal agreements / MoU. Land filling waste are disposed at TSDF site and hazardous waste is being sent to registered co-processing / pre-processing sites.

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

Yes, Extended Producer Responsibility is applicable to the Company, the Extended Producer Responsibility plan for plastic waste recycling has been sent to Central Pollution Control Board.

PRINCIPLE 3 - EMPLOYEE WELL-BEING

Essential Indicators

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

Category	Percentage of employees covered										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	375	375	100	375	100	-	-	-	-	-	-
Female	62	62	100	62	100	62	100	-	-	-	-
Total	437	437	100	437	100	62	14	-	-	-	-
Other than Permanent Employees											
Male	70	70	100	70	100	-	-	-	-	-	-
Female	9	9	100	9	100	-	-	-	-	-	-
Total	79	79	100	79	100	-	-	-	-	-	-

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

Category	Percentage of workers covered										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	63	-	-	63	100	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
Total	63	-	-	63	100	-	-	-	-	-	-
Other than Permanent Workers											
Male	524	-	-	524	100	-	-	-	-	-	-
Female	40	-	-	40	100	40	100	-	-	-	-
Total	564	-	-	564	100	40	7	-	-	-	-

Business Responsibility & Sustainability Report (Contd.)

2. Details of retirement benefits:

Benefits	Financial Year 2022-23 (Current Financial Year)			Financial Year 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	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
Provident Fund (PF)	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
Employees State Insurance (ESI)	1.4	100	Yes	1.6	100	Yes
Others- please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

The Company strongly believes in the idea of providing equal opportunities to all its employees and in lines with the same the Company is committed to make its premises accessible for differently abled employees & workers.

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

Yes, The Company is committed to provide equal employment opportunities without any discrimination on any of the grounds. In practice, women's participation in management and non-management levels has grown up to 27%. Additionally, the Company's Code of Conduct for employees specifically calls out discrimination in all its form and across all levels. The Company is in the process of formulating a documented policy on Equal Employment Opportunity in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016, read with the Rights of Persons with Disabilities Rules, 2017.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100
Female	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 :

The Company is committed to provide a safe and conducive work environment to all of its employees and associates. Transparency and openness are organisational values and are practiced across all levels. The employees are encouraged to talk to their reporting managers in case of any grievances. They can also reach out to Human Resource team with their grievances. Every possible effort is made to resolve such grievances at the earliest.

Particulars	Yes/ No
Permanent Workers Other than Permanent Workers	Through its Whistle Blower Mechanism, the Company provides a grievance redressal mechanism and encourages its employees and workers to bring to attention any instances of unethical behaviour, incidents, frauds or violation. The Company has created specific Email ID through which, Employees can send email directly to Audit Committee Chairman or Members of Audit Committee. Additionally, the Company practices an open door approach through which the Employees and Workers can raise their grievances with their immediate senior(s) or the Human Resource Department.
Permanent Employees Other than Permanent Employees	The non-permanent employees and workers communicate their grievances through their respective supervisors. The grievances are further communicated to the Company for necessary action and resolution of the grievances. Additionally, they can also report on any instances of unethical behavior, incident or violations through the Company's Whistleblower mechanism. The Company has also placed "Suggestion Box" at its plants which can be used by the employees and workers to raise their grievances.

Business Responsibility & Sustainability Report (Contd.)

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

Benefits	Financial Year 2022-23 (Current Financial Year)			Financial Year 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 (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)
Total Permanent Employees	437	-	-	400	-	-
Male	375	-	-	337	-	-
Female	62	-	-	63	-	-
Total Permanent Workers	63	-	-	39	-	-
Male	63	-	-	39	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	Financial Year 2022-23 (Current Financial Year)					Financial Year 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	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	375	375	100	375	-	337	337	100	-	-
Female	62	62	100	62	-	63	63	100	-	-
Total	437	437	100	437	-	400	400	100	-	-
Workers										
Male	63	63	100	63	-	39	39	100	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	63	63	100	63	-	39	39	100	-	-

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

Category	Financial Year 2022-23 (Current Financial Year)			Financial Year 2021-22 (Previous Financial Year)		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	375	375	100	337	337	100
Female	62	62	100	63	63	100
Total	437	437	100	400	400	100
Workers						
Male	63	63	100	39	39	100
Female	-	-	-	-	-	-
Total	63	63	100	39	39	100

Business Responsibility & Sustainability Report (Contd.)

10. Health and safety management system:

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

Yes, for us health and safety of our employees and workers has always been an important area of focus. Accordingly, the Company has put in place the Occupational Health and Safety management systems. Registered Office and Silvassa Plant of the Company are covered under ISO Certification i.e. ISO 45001-2008. As Dahej plant of the Company is newly operationalised, the same is not covered in the said ISO Certification as on the date of this report.

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

The Company has different procedures to assess risk on routine and non-routine basis i.e. Hazard / Near-miss reporting system, Job Safety Analysis, Hazard Identification and Risk Assessment and Hazard and Operability Study (HAZOP). We are conducting routine Safety Audit from Directorate of Industrial Safety and Health (DISH) approved safety consultant.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No)

The Company has procedures for workers to report the work related hazards. Additionally, the Company has systems for Hazard / Near-miss reporting system online as well as offline.

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

Yes, the Company organises annual medical and health check-ups at its plants.

11. Details of safety related incidents:

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

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

Safe and healthy workplace has been one of the major focus areas for us. Being a specialty chemical manufacturing Company safety of the workplace specially our manufacturing plant has always been an important area of consideration. The Company's plants, facilities and manufacturing equipment are designed based on careful consideration of statutory requirements, for healthy and safe workplace physical measures of health and safety such as first aid training, Behaviour Base Safety, fire drill etc are provided, to promote a culture of Health and Safety. The Company has in place a policy and safety framework that acts as a guide to promote a safety culture in the Company. Additionally, health and safety management team continuously looks into the matters of the health and safety has done many initiatives including following:

- On site emergency plan depicting all the emergency exits, emergency handling situation, and emergency numbers, and mitigation measures for emergency events.
- Firefighting equipment's are placed on site which are regularly monitored.
- Health check-ups camp are organised annually.

Business Responsibility & Sustainability Report (Contd.)

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

Category	Financial Year 2022-23 (Current Financial Year)			Financial Year 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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions:

Not Applicable

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes/No) (B) Workers (Yes/No):

Employee's wellbeing is a priority for the management of the Company. In the unfortunate case of death of an employee or a worker, the Company supports the next of kin and the family to claim their dues that are legally available to them and as per their entitlement as defined by Company policy from time to time.

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

The Company is committed to abide by applicable legislations and rules. The Company gives the confirmation and necessary information to value chain partners for deduction of statutory dues. Further, Company takes necessary efforts to ensure that statutory dues applicable to all the transactions are deducted and deposited as per regulations.

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

Not Applicable.

PRINCIPLE 4 - STAKEHOLDER ENGAGEMENT

Essential Indicators

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

We prioritised our key stakeholders to understand their expectations and concerns. Through regular interactions with our stakeholders across various channels, we have been able to strengthen our relationships and enhance our organisational strategy. We have identified the key stakeholders group and each stakeholder continues to contribute in their own way in creating a shared value.

We have categorised the key stakeholders based on the following attributes:

- Dependency - Stakeholders who are directly dependent on the organisations activities, products, services or on whom the organisation is dependent to operate.
- Responsibility - Stakeholders towards whom the organisation has legal, commercial, operational, or moral / ethical responsibilities.

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

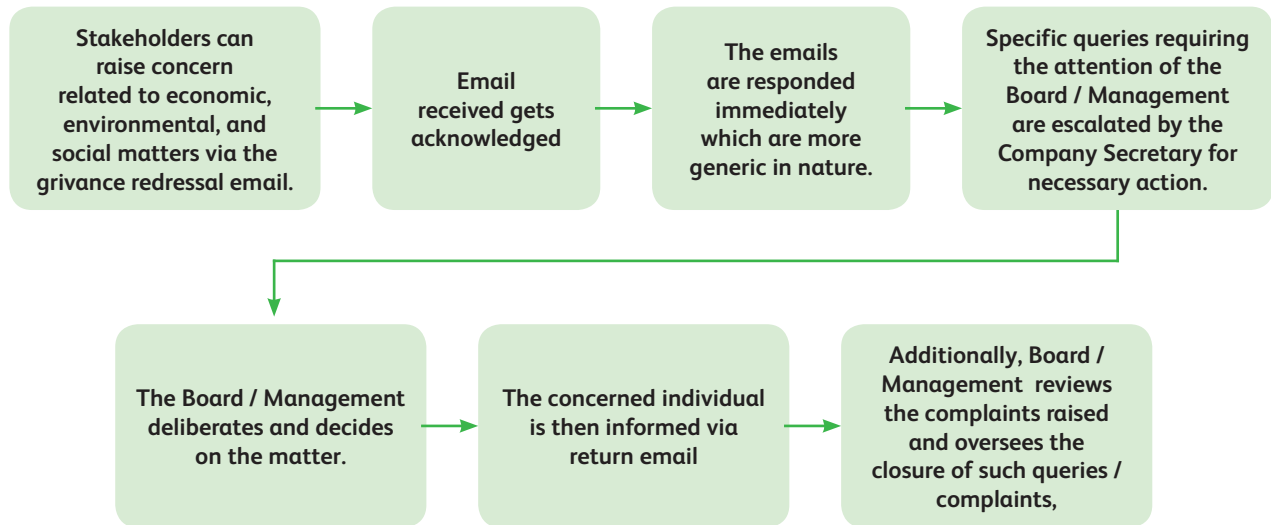
Business Responsibility & Sustainability Report (Contd.)

Stakeholder Group	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors/ shareholders	<ul style="list-style-type: none"> Annual/quarterly financial reports and earnings calls Investor conferences Quarterly / specific event based press releases Investor presentations 	Quarterly / Need -Based	<ul style="list-style-type: none"> Corporate Governance Regulatory Compliances Overall Company Performance
Regulators	<ul style="list-style-type: none"> Mandatory regulatory filings Periodical submission of business performance Written communications In-person meetings 	Need - Based	<ul style="list-style-type: none"> Compliance with rules and regulations Timely reporting through various compliance-based forms
Suppliers/ vendors/ third-party manufacturers	<ul style="list-style-type: none"> Vendor meets Virtual modes such as email or telephone 	Ongoing	<ul style="list-style-type: none"> Fair and ethical procurement & engagement practices Pricing and favourable terms of payment Timely clearance
Communities	<ul style="list-style-type: none"> In-person meetings Engagement through NGOs 	Ongoing	<ul style="list-style-type: none"> Community development programmes through CSR initiatives
Customers	<ul style="list-style-type: none"> In-person meetings Emails Collation and analysis of customer feedback Engagement through website, social media Brand campaigns 	Ongoing	<ul style="list-style-type: none"> Consistent quality at competitive prices Timely deliveries New and innovative products, as per latest market requirements Easy access to products and services
Employees	<ul style="list-style-type: none"> Employee-focused web portals, Employee engagement surveys Training and development workshops Performance appraisals Written communications 	Ongoing	<ul style="list-style-type: none"> Training and development Diverse, open, non-discriminatory, and safe working environment Career progression Competitive rewards and remuneration Health and safety Performance evaluation and recognition

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.

Business Responsibility & Sustainability Report (Contd.)



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

Yes. The Company believes in working with all stakeholders and that they are an integral part of the Business. Stakeholders are regularly engaged in an effort to constructively contribute to the important issues of Social impact, environment and Human Rights. The Company uses its contact with Stakeholders to understand if there are issues related to environment and other social issues. Examples – Employee engagement activities and Vendor meetings.

Further, the Company constantly makes an effort to understand the needs of the people in the vicinity of its premises and makes an effort to create a social impact through its CSR initiatives.

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

Community, that the Company is a part of is an important stakeholder to the Business. The Company, having worked with the community understands their specific requirements and develop CSR programmes that can meet specific requirements of the community it serves. This is then implemented post identification of the needs, the Company embarks upon multiple, structured and well planned CSR projects. The CSR projects of the Company aims to focus on a social transformation in the life of our disadvantaged, vulnerable and marginalised stakeholders. The Company ensures that the CSR Funds are utilised in an optimum manner that uplifts the weaker sections of the society. The Company has undertaken various CSR initiatives on medical health and support, education support and women empowerment amongst the others.

PRINCIPLE 5 - HUMAN RIGHTS

Essential Indicators

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

Category	Financial Year 2022-23 (Current Financial Year)			Financial Year 2021-22 (Previous Financial Year)		
	Total (A)	Number employees / workers covered (B)	% (B/A)	Total (C)	Number employees / workers covered (D)	% (D/C)
Employees						
Permanent	437	437	100	400	400	100
Other than permanent	79	79	100	79	79	100
Total Employees	516	516	100	479	479	100
Workers						
Permanent	63	63	100	39	39	100
Other than permanent	564	564	100	561	561	100
Total Workers	627	627	100	600	600	100

Business Responsibility & Sustainability Report (Contd.)

2. Details of minimum wages paid to employees and workers, in the following format:

Category	Financial Year 2022-23 (Current Financial Year)					Financial Year 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	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent										
Male	375	-	-	375	100	337	-	-	337	100
Female	62	-	-	62	100	63	-	-	63	100
Other than Permanent										
Male	70	-	-	70	100	62	-	-	62	100
Female	9	-	-	9	100	17	-	-	17	100
Workers										
Permanent										
Male	63	-	-	63	100	39	-	-	39	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	524	-	-	524	100	521	-	-	521	100
Female	40	-	-	40	100	40	-	-	40	100

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

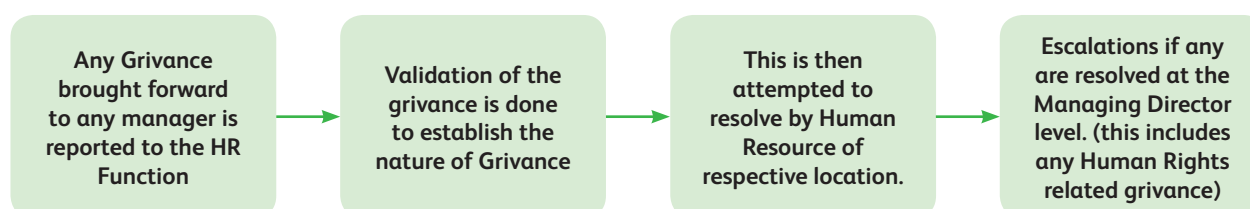
Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BODs)	5	1,11,22,471	1	17,80,000
Key Managerial Personnel (KMPs)	1	1,45,65,999	2	42,93,164
Employees other than BODs and KMPs	372	5,40,751	60	4,38,484
Workers	63	3,53,152	-	-

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

The Human Resource team is responsible for recording and addressing any human rights issues that may have occurred. However, the Company promotes active prevention, for example, employees were trained to understand Human Rights, its manifestation and approaches to report it.

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

Employees are encouraged to approach their Reporting Manager, Head of Department or personnel from Human Resource Department for any grievances.



Business Responsibility & Sustainability Report (Contd.)

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

Category	Financial Year 2022-23 (Current Financial Year)			Financial Year 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	-	-	-	-	-	-
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:

The Company promotes an open culture of communication devoid of any bullying or harassment of any kind. The Whistleblower Policy provides the guidelines and mechanism that the Company follows for the protection of the complainant / whistleblower. Investigation into complaints and or disclosures by a whistleblower are thoroughly investigated into. The investigation is done strictly in a confidential manner ensuring the protection of the complainant against any retaliation. All care is taken to withhold the identity of the complainant / whistleblower. The Company provides necessary safeguards to all whistleblowers for making protected disclosures in good faith, in all the areas mentioned in the Code of Conduct such as business with integrity, responsible corporate citizenship, illegal and unfair labour practices, trade practices and other laws.

The Company's approach to Sexual Harassment is strictly based on Prohibition, Prevention and Redressal in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) and the Rules made thereunder. The Company ensures strict confidentiality of the investigation procedure and protection of the identity of the complainant. The Company's POSH committee is constituted in accordance to the letter and spirit of the act. Reputed and senior professional trained on the act and in the art of investigation are nominated to serve on the Internal Committee.

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

Yes, majority of the business agreement and contracts which are entered into by the Company with any party includes relevant clauses on the affirmation of applicable regulatory requirements which includes human rights.

9. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100
Forced/Involuntary Labour	100
Sexual Harassment	100
Discrimination at Workplace	100
Wages	100
Others – please specify	100

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

Not Applicable

Leadership Indicators

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

No complaints have been received during the Financial Year under review. Accordingly, no business processes have been modified or introduced for addressing human rights grievances/complaints.

Business Responsibility & Sustainability Report (Contd.)

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

The Company has established strong practices to actively discourage not just human rights but also other kinds of behaviour that may be in contravention to the Company's Ethics policy and Code of Conduct.

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

Yes, The Company strongly believes in the idea of providing equal opportunities to all its employees' and in lines with the same the Company is committed to make its premises accessible for differently abled employees & workers.

PRINCIPLE 6 - PRESERVATION OF ENVIRONMENT AND SAFETY

Essential Indicators

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

Parameter	Financial Year 2022-23 (Current Financial Year)	Financial Year 2021-22 (Previous Financial Year)
Total electricity consumption (A)	12922083 MJ	14203130 MJ
Total fuel consumption (B)	16369757 MJ	17803618 MJ
Energy consumption through other sources (C)	96933 MJ	94381 MJ
Total energy consumption (A+B+C)	29388591 MJ	32101129 MJ
Energy intensity per rupee of turnover (Total energy consumption in MJ/ turnover in rupees)	0.003032	0.002992
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

2. Does the entity have any sites / facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Yes/No) 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	Financial Year 2022-23 (Current Financial Year)	Financial Year 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	44,794	60,688
(ii) Groundwater	42,076	53,950
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	86,870	114,638
Total volume of water consumption (in kilolitres)	86,870	114,638
Water intensity per rupee of turnover (Water consumed in KL / turnover in Rupees)	0.00000896	0.00001069
Water intensity (optional) the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.
Yes, the Company has carried out independent water audit from 'National Productivity Council'.

Business Responsibility & Sustainability Report (Contd.)

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

Yes, at Silvassa plant of the Company, zero liquid discharge mechanism has been implemented and for that 12 KLD ETP, 4 KLD Multi Effect Evaporator and 4 KLD Incinerator has been installed. The Company implements water conservation through reduce, reuse, recharge and recycle approach within its manufacturing locations. We have installed Sewage Treatment Plant ("STP") for treatment of sewage water. The treated water from STP is used for Floor Washing, Washroom flushing & gardening, which reduced the use of raw water.

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

Parameter	Unit	Financial Year 2022-23 (Current Financial Year)	Financial Year 2021-22 (Previous Financial Year)
NOx	Tonne	2.52	2.88
SOx	Tonne	1.87	1.89
Particulate Matter (PM)	mg/Nm ³	62.9	65.75
Persistent Organic Pollutants (POP)	Not Applicable	Not Applicable	Not Applicable
Volatile Organic Compounds (VOC)	Not Applicable	Not Applicable	Not Applicable
Hazardous Air Pollutants (HAP)	Not Applicable	Not Applicable	Not Applicable
Others- please specify	Not Applicable	Not Applicable	Not Applicable

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency. Yes, we have carried out independent assessment cum environment monitoring by Precitech Laboratories Private Limited, Vapi and Unistar Lab Private Limited, Dahej. Both are National Accreditation Board for Testing and Calibration Laboratories (NABL) accredited and Ministry of Environment, Forest and Climate Change approved lab.

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

Parameter	Unit	Financial Year 2022-23 (Current Financial Year)	Financial Year 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	1071	1209.7
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	3051	3353.5
Total Scope 1 and Scope 2 emissions in Metric tonnes of CO₂ equivalent per rupee of turnover		0.000000425	0.000000455
Total Scope 1 and Scope 2 emission intensity (optional) the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency. Not Applicable

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

The Company has been constantly improving its operational efficiencies for reducing the consumption of resources without compromising on the quality and quantity of its range of Specialty Chemicals. Waste generated during the production operations, is disposed/recycled in compliance with the applicable environmental laws.

With a view to reduce carbon footprint, the Company has implemented more efficient machinery at plants to reduce the power consumption and to reduce raw materials that are high contributors to produce carbon footprint. We have adopted several green initiatives to reduce carbon footprint and have implemented the best environmental practices for green manufacturing. We have also made substantial investments in Global Organic Textile Standards (GOTS) and ZDHC platforms, ensuring zero discharge of harmful chemicals.

Business Responsibility & Sustainability Report (Contd.)

The Company has introduced Multi Effective Evaporator ("MEE") in the place of Incinerator for evaporating effluent water. Incinerator is a costly affair in the terms of fuel cost and so Light Diesel Oil ("LDO") is being used as the fuel for incinerator, whereas in the MEE, the steam is being used as heating medium, so that we can reduce the conventional fuel consumption drastically. The Company has installed solar panel as an alternate source of energy.

In Dahej Plant of the Company we have an IBR Boiler incinerator and as an Air Pollution Control measure device. We have an appropriate stack height. Stack monitoring data represents less carbon foot print and generation of greenhouse gases.

Major energy conservation projects are listed below:

- Automated cooling towers by installation of interlocks, which helps in maintaining the ambient temperature and also helps in achieving the optimum utilisation of the equipment, which results in saving upto 40 % in electrical consumption.
- Installed Variable Frequency Drive Panel (VFD) in all high HP cooling motors, allowing VFD to reduce/adjust motor speed, which results in reduction of energy consumption.
- Carried out evaluation of the compressed air network and corrective steps has been taken up for any issues observed during the assessment. This allows the Company to use equipment at the optimum level to save the energy.
- Installed centralised control device to control the temperature required in the various equipment and maintain the same at optimum level, which enabled reduction of electricity consumption by approximately 12,000 KWH on an annual basis.
- Installed aircon devices to reduce energy consumption in air conditioning units.

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

Parameter	Financial Year 2022-23 (Current Financial Year)	Financial Year 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	2.615	3.169
Bio-medical waste (C)	-	-
Construction waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	260.89 Landfill and Co-processing waste	252.68 Landfill and Co-processing waste
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A + B + C + D + E + F + G + H)	263.505	255.849
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	-	-
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	-	-
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency. We are disposing the land filled water and incinerable waste to M/s GEPIL, Silvassa, M/s BEIL, Dahej, M/s RSPL, Panoli.

Business Responsibility & Sustainability Report (Contd.)

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.

The Company integrates a waste management plan with a comprehensive approach towards waste minimisation, segregation and safe disposal. Measures for waste minimisation are undertaken by the Company in both its plants. Waste generated during the production operations, is disposed/recycled in compliance with the applicable environmental laws. The effluent generated is treated in compliance with the applicable environmental laws and is recycled back into the production processes or discharged in common landfill or incineration.

The Company recycles about 2000 kg of Iso Propyl Alcohol (IPA) generated from a batch size of 6500kg and the same is used in next batch. Ammonia liberated while manufacturing one of the product as a waste is absorbed in the scrubbers installed and the same is reused as a raw material for production for other products. Further, the Company utilises majority of packaging materials that are sustainable and can be reused /recycled on regular basis.

We have installed Sewage Treatment Plant ("STP") for treatment of sewage water. The treated water from STP is used for floor washing, washroom flushing & gardening, which reduced the use of raw water.

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

As on the date of this report your Company does not have any facility(ies) in/around ecologically sensitive areas.

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Proposed expansion project for manufacturing of Synthetic Organic Chemical	SIA/ GJ/ IND3 /405061/ 2022	05.11.2022	Yes	Yes	http://environmentclearance.nic.in/TrackState_proposal.aspx?type=EC&status=EC_new&statername=Gujarat&pno=SIA/GJIND3/405061/2022&pid=212316

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Yes/No). If not, provide details of all such non-compliances, in the following format:

Yes, Company is 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.

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Nil				

Business Responsibility & Sustainability Report (Contd.)

Leadership Indicators

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

Parameter	Financial Year 2022-23 (Current Financial Year)	Financial Year 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	96933 MJ	94381 MJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	96933 MJ	94381 MJ
From non-renewable sources		
Total electricity consumption (D)	12922083 MJ	14203130 MJ
Total fuel consumption (E)	16369757 MJ	17803618 MJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable	29291840 MJ	32006748 MJ

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

- Provide the following details related to water discharged:

Parameter	Financial Year 2022-23 (Current Financial Year)	Financial Year 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	1135	1081
No treatment	0	0
With treatment – please specify level of treatment	1135	1081
(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	14091	21240
No treatment	-	-
With treatment – please specify level of treatment	14091 Primary, Secondary and Tertiary Treatment	21240 Primary, Secondary and Tertiary Treatment
(v) Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	Primary, Secondary and Tertiary Treatment	Primary, Secondary and Tertiary Treatment
Total water discharged (in kilolitres)	15226	22321

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.
Yes. Silvassa plant water audit was done by National Productivity Council.

- Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):
Facilities of the Company are located in green zone as per the Central Ground Water Authority. No location of the Company business is situated in a water stressed area.
- With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities:
None of the Facilities of the Company are set up under ecologically sensitive area.

Business Responsibility & Sustainability Report (Contd.)

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along- with summary)	Outcome of the initiative
1.	Installed Solar Panels	The Company has installed 50 KW solar panel for availing alternate source of energy	The Company has generated 26,926 KWH power from the same during Financial Year 2022-23
2.	Tree Plantation Programme	We have planted approximately 1500 trees near Dahej Plant of the Company. Accordingly, for the said initiative G.I.D.C has allotted 20,000 square meters plot to the Company	It will improve the air quality by filtering harmful dust and pollutants such as ozone, carbon monoxide, and sulfur dioxide from the air we breathe.
3.	Replacement of Light Diesel Oil (LDO) with Bio Diesel	We started using Bio Diesel in place of LDO in the Steam Boiler, Thermic Fluid Heater and Incinerator. Biofuel has low Sulphur content as compared to LDO	It will reduce the Sulphur (So ₂) traces in the environment and it is an Eco-Friendly solution.
4.	Installed Sewage Treatment Plant	The Company has implemented Sewage Treatment Plant (STP) for treatment of sewage waste water.	The treated water from the STP is used for floor washing, washroom flushing & gardening, which reduces the use of raw water.
5.	Installed centralised control device	The Company has installed centralised control device to control temperature required in the various equipments and maintain the same at optimum level.	It will enable reduction of electricity consumption by approximately 12,000 KWH on an annual basis.

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

Yes, we have business continuity and On Site Emergency Plan 2021 which include disaster management plan. Excerpt of the same is mentioned below:

Under the provision of Sec 41B (4) of the Factories Act, 1948 and Schedule 8-A of Sub rule 68-J-(12) (1) of Gujarat Factory Rule 1963, we draw up an On Site Emergency Plan and detailed Disaster Control Measures for factory and make known to the workers employed therein and to the general public living in the vicinity of the factory the safety measures required to be taken in the event of an accident taking place. The main objective of the On Site Emergency Plan is to define and assess emergencies, including risk and environment impact assessment. Additionally, business continuity approach enables the Company to adapt in situations arising from any natural calamity or an unprecedented event which may disrupt the business operations. The Company continuously enhances its existing plan by incorporating interferences and observations from disruptions faced in the unprecedented situations. Further, the Company's risk management plan enables the minimisation of disaster-linked losses, by assessing the potential for major disruption with its consequent risks to the business, and by providing the appropriate mitigation action plans.

PRINCIPLE 7 - RESPONSIBLE ADVOCACY

Essential Indicators

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

The Company is member of 9 industrial chambers / associations

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Federation of Industries of India	International
2.	Indo - American Chamber of Commerce	International
3.	Bharat Merchant Chamber	National
4.	Dadra And Nagar Haveli Industries Association	National
5.	Federation of Indian Export Organisations	National

Business Responsibility & Sustainability Report (Contd.)

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
6.	Gujarat Industrial Development Corporation	National
7.	Indian Specialty Chemical Manufacturers	National
8.	Indian Federation of Animal Health Co	National
9.	Silvassa Industries Association	National

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

Name of Authority	Brief of the Case	Corrective Action Taken
	Not Applicable	

PRINCIPLE 8 - INCLUSIVE GROWTH & EQUITABLE DEVELOPMENT***Essential Indicators***

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year:
As per the applicable provisions the Company is not required to conduct Social Impact Assessment of the projects undertaken by the Company.
- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:
No projects have been undertaken which require Rehabilitation and Resettlement (R&R).
- Describe the mechanisms to receive and redress grievances of the community:
The Company acknowledges its responsibility towards the society and supports inclusive growth and equitable development of all its stakeholders. We strongly believe in growing together responsibly leading to success of our business. We aim at balancing the needs and address the concerns of our stakeholders and endeavour to take into the consideration the impact we have on the environment, society and the community. We are committed to giving back to the society within which it operates and flourishes and as part of this principle, we have chosen our initiatives under our CSR Programs. Additionally, the officials of the Company in intervals visit the nearby vicinity areas and communicate with the locals and gram panchayats and evaluate if they have any grievances. Based on these interactions, we have not encountered any specific grievances from the community at present.
- Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Parameter	Financial Year 2022-23 (Current Financial Year)	Financial Year 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	34	23
Sourced directly from within the district and neighbouring districts	43	41

Leadership Indicators

- Details of beneficiaries of CSR Projects:

Corporate Social Responsibility ("CSR") is not just about abiding the law but for us it is breaking the nut shell and coming out as an organisation that focuses on development of the society around it. As a part of society, it is in business' interest to contribute to addressing common problems.

For us at Rossari, CSR has always been an important agenda not only for the Members of the CSR Committee but also for the Board as a whole and the Top Management. During the Financial Year under review the Company has contributed for various CSR Project including few key projects as detailed below:

Business Responsibility & Sustainability Report (Contd.)

Sr. No.	CSR Project	No. of Person benefited from CSR Projects	Percentage of beneficiaries from vulnerable and marginalised groups*
1.	Medical / health care support	3600	76
2.	Education support	6222	100
3.	Human life upliftment and support	630	93
4.	Animal health and welfare	3702	100
5.	Sports support	50	90
6.	Protection of heritage, art & culture	340	25

*Percentage has been calculated as average in the respective areas.

PRINCIPLE 9 - CONSUMER VALUE

Essential Indicators

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

For us, our consumers have always been of great value to us. Their Complaints/Feedback holds a great importance in our improvement. To ensure that we are always available to our consumers the Company has created an Email ID which is mentioned on each of the Company's products. The consumers can send an email to the said Email ID describing the issues faced by them in detail. The concerned official's responds to the said email within stipulated time. The customers can also connect with marketing co-ordinators for any product related queries.

Additionally, Consumers can register their complaints digitally on the website in the query section, on the corporate Facebook, LinkedIn, Instagram, twitter or on the emails. We then try to respond to these complaints within a stipulated time or an update on the next course of action taken to resolve the complaint is informed to them. If required, Complaints are escalated and resolved within the time bound period depending on the nature of the complaint.

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

Particulars	As a percentage of total turnover
Environment and social parameters relevant to the products	100
Safe and Responsible usage	100
Recycling and/or safe disposal	100

- Number of consumer complaints in respect of the following:

Particulars	Financial Year 2022-23 (Current Financial Year)		Remarks	Financial Year 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	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

- Details of instances of product recalls on account of safety issues:

There were no instances of product recalls on account of safety issues recorded in the Financial Year under review.

Business Responsibility & Sustainability Report (Contd.)

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

Yes, The Company has detailed framework on cyber security and risk related to data privacy and the same is available on the website of the Company at www.rossari.com.

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

Not Applicable

Leadership Indicators

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

Details on products and services of the Company are available at www.rossari.com.

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

To educate the consumers about the safe usage of the product, we create a document namely Material safety data sheet (MSDS) & Product information Sheet (PIS) for the basic information. We also create product applications videos for some special products for quick reference and circulations.

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

In order to inform customers of disruption/discontinuation of essential services we send email communications to our customer database.

4. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact - Not Applicable
- b. Percentage of data breaches involving personally identifiable information of customers - Not Applicable