



# ANUPAM RASAYAN INDIA LTD.

Date: August 16, 2022

ARILSLDSTX20220816044

To, <b>BSE Limited,</b> Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400001, India <b>SCRIP CODE: 543275</b>	To, <b>Sr. General Manager</b> <b>National Stock Exchange of India Limited</b> 'Exchange Plaza', C-1, Block-G, Bandra Kurla Complex Bandra (East), Mumbai 400051, India <b>SYMBOL: ANURAS</b>
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Dear Sir/Madam,

**Subject: Submission of Business Responsibility and Sustainability Report for the financial year ended 31<sup>st</sup> March, 2022.**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report of the Company for the financial year ended 31<sup>st</sup> March, 2022.

We request you to kindly note the same and take into your records.

Thanking you,

Yours Faithfully,  
**For, Anupam Rasayan India Limited**

Suchi Agarwal  
Company Secretary & Compliance Officer  
M.N.: A32822

Encl: As above

Registered Office :  
8110, GIDC Industrial Estate,  
Sachin, SURAT-394 230  
Gujarat, India.

Tel. : +91-261-2398991-95  
Fax : +91-261-2398996  
E-mail : [office@anupamrasayan.com](mailto:office@anupamrasayan.com)  
Website : [www.anupamrasayan.com](http://www.anupamrasayan.com)  
CIN - L24231GJ2003PLC042988

# Business Responsibility Sustainability Report FY 2021-22

## SECTION A: General Disclosures

### I. Details of the Listed Entity

Disclosures	Information/Reference Sections														
Corporate Identity Number (CIN) of the Company	L24231GJ2003PLC042988														
Name of the Company	Anupam Rasayan India Limited														
Year of incorporation	2003														
Registered Office/Corporate Address	8110, GIDC Industrial Estate, Sachin, Surat-394210, GJ														
E-mail id	<a href="mailto:office@anupamrasayan.com">office@anupamrasayan.com</a>														
Telephone	+91261-2398991-95														
Website	<a href="http://www.anupamrasayan.com">www.anupamrasayan.com</a>														
Financial year reported	2021-22														
Name to Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited														
Paid up capital (31 <sup>st</sup> March 2022)	₹ 100,24,68,850 /-														
Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Kunal Aneja Tel: - +91-261-2398991 Email: <a href="mailto:sustainability@anupamrasayan.com">sustainability@anupamrasayan.com</a>														
Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	<p><b>Disclosures are based on Standalone basis</b></p> <table border="1"> <thead> <tr> <th>No. of Unit</th> <th>Address</th> </tr> </thead> <tbody> <tr> <td>Sachin Unit 1</td> <td>Plot No. 8109, 8110, 8111, 268/1, GIDC Sachin, Surat, Gujarat - 394230</td> </tr> <tr> <td>Sachin Unit 2</td> <td>Plot No. 701, 2419/1, 2419/2, GIDC Sachin, Surat, Gujarat - 394230</td> </tr> <tr> <td>Sachin Unit 3</td> <td>Plot No. 8104 and 8106, GIDC Sachin, Surat, Gujarat - 394230</td> </tr> <tr> <td>Jhagadia Unit 4</td> <td>Plot No. 907/3, 907/4, Jhagadia Industrial Estate, GIDC Jhagadia, Bharuch, Gujarat - 393110</td> </tr> <tr> <td>Jhagadia Unit 5</td> <td>Plot No. 905/1, Jhagadia Industrial Estate, GIDC Jhagadia, Bharuch, Gujarat - 393110</td> </tr> <tr> <td>Sachin Unit 6</td> <td>Plot No. 2423 and 2425, GIDC Sachin, Surat, Gujarat - 394230</td> </tr> </tbody> </table>	No. of Unit	Address	Sachin Unit 1	Plot No. 8109, 8110, 8111, 268/1, GIDC Sachin, Surat, Gujarat - 394230	Sachin Unit 2	Plot No. 701, 2419/1, 2419/2, GIDC Sachin, Surat, Gujarat - 394230	Sachin Unit 3	Plot No. 8104 and 8106, GIDC Sachin, Surat, Gujarat - 394230	Jhagadia Unit 4	Plot No. 907/3, 907/4, Jhagadia Industrial Estate, GIDC Jhagadia, Bharuch, Gujarat - 393110	Jhagadia Unit 5	Plot No. 905/1, Jhagadia Industrial Estate, GIDC Jhagadia, Bharuch, Gujarat - 393110	Sachin Unit 6	Plot No. 2423 and 2425, GIDC Sachin, Surat, Gujarat - 394230
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**II. Product 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	Chemical Manufacturing	Custom synthesis and manufacturing of life science related specialty chemicals and other specialty chemicals	100%

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

Sr. No.	Product Services	NIC Code	% of total Turnover contributed
1	Chemical Sector	20119	100%

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

Location	Number of Plants	Number of offices	Total
National	6	1	7
International	0	0	00

**17. Markets served by the Company****a. Number of Locations**

Location	Number
National (No of States)	5
International (No of Countries)	9

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

(i) The contribution of export as a percentage of the total turnover of Anupam is 56%.

**c. A brief on types of customers**

(i) The company is working with top Agrochemicals MNCs as well as top pharmaceuticals MNCs.

**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)
<b>Employees</b>						
1	Permanent (D)	672	636	94.64%	36	5.36%
2	Other Than Permanent (E)	0	0	-	0	-
3	Total Employees (D+E)	672	636	94.64%	36	5.36%
<b>Workers</b>						
4	Permanent (F)	819	819	100.00%	0	0.00
5	Other Than Permanent (G)	453	453	100.00%	0	0.00
6	Total Employees (F+G)	1272	1272	100.00%	0	0.00

**b. Differently abled Employees and workers:**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. B	% (B/A)	No. C	% (C/A)
<b>Employees</b>						
1	Permanent (D)	672	1	0.15%	0	0.00%
2	Other Than Permanent E	0	0	0.00%	0	0.00%
3	Total Employees (D+E)	672	1	0.15%	0	0.00%
<b>Workers</b>						
4	Permanent (F)	819	1	0.12%	0	0.00%
5	Other Than Permanent (G)	453	0	0.00%	0	0.00%
6	Total Employees (F+G)	1272	1	0.08%	0	0.00%

**19. Participation/Inclusion/Representation of women**

Particulars	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	6	1	16%

**20. Turnover rate for permanent employees and workers**

Particulars	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.44%	5.56%	6.40%	6.51%	0%	6.51%	3.59%	0%	3.59%
Permanent Workers	8.79%	0	8.79%	3.70%	0%	3.70%	5.92%	0%	5.92%

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****21. Names of holding / subsidiary / associate companies / joint ventures**

Sr. No.	Name of the holding / subsidiary / associate/companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Jainam Intermediates Private Limited	Subsidiary	100%	No
2	Tanfac Industries Ltd	Associate	24.96%	No

**VI. CSR Details**

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

(ii) Turnover (in ₹): 1066 crores

(iii) Net worth (in ₹): 1726.85 Crores

**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 2021-22 Current Financial Year			FY 2020-21 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*	Nil	NA	NA	Nil	NA	NA
Investors (other than shareholders)	Yes	Nil	NA	NA	Nil	NA	NA
Shareholders	Yes	Nil	NA	NA	Nil	NA	NA
Employees and workers	Yes	Nil	NA	NA	Nil	NA	NA
Customers	Yes	Nil	NA	NA	Nil	NA	NA
Value Chain Partners	Yes	Nil	NA	NA	Nil	NA	NA
Other (please specify)	Yes**	Nil	NA	NA	Nil	NA	NA

\*<https://www.anupamrasayan.com/corporate-social-responsibility/>

\*\*Please refer Whistle blower policy mechanism available at our website. Please refer link <https://www.anupamrasayan.com/vigil-or-whistle-blower-mechanism-policy/>, <https://www.anupamrasayan.com/grievance-redressal-mechanism-for-stakeholders/>

**24. Overview of the entity’s material responsible business conduct issues**

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

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)
<b>Governance</b>					
1	Organizational governance of Anupam Rasayan India Limited.	O	We have robust decision-making processes in place which helps us to develop strategies, objectives and targets that reflect our commitment.	NA	Positive

<b>Human Rights</b>					
2	Resolving grievances	○	We have grievances mechanism in place along with Whistle blower policy mechanism.	NA	Positive
3	Fundamental principles and rights at work	○	We have policies in place which support the fundamental principles and rights at work. We have following policies in place: <ul style="list-style-type: none"> <li>• Freedom of association</li> <li>• Policy for forced or compulsory labour</li> <li>• Abolition of child labour policy</li> <li>• Anti-discrimination policy</li> </ul>	NA	Positive
4	Due diligence	○	We have due diligence procedure in place to identify, prevent and address actual or potential human rights impacts resulting from our activities or the activities of those with which they have relationships	NA	Positive
<b>Labour Rights</b>					
5	Condition of work and social protection	○	We have policies in place with respect to conditions of work and social protection which are complying with laws and regulations.	NA	Positive
6	Health and safety at work	○	We have EHS policy and required mechanisms in place which help us to maintain safe and healthy workplace.	NA	Positive
7	Employment and employment relationship	○	We have policies and procedures in place which helps that strengthen our employment relationships with our employees.	NA	Positive
<b>The Environment</b>					
8	Prevention of pollution	○	We have EHS policy in place along with the processes that helps us to control the air emissions, waste management, effluent discharge in a responsible manner.	NA	Positive

9	Sustainable resource use	○	We are continuously improving our processes, adopting cleaner form of energies and energy efficient equipment to ensure sustainable use of resources.	NA	Positive
<b>Fair Operating Practices</b>					
10	Anti-corruption	○	We have anti-corruption policy in place which is a part of Code of ethics policy in place. Also, we are signatory to UN global compact	NA	Positive
11	Respect of property rights	○	We have policy and practices in place that promotes respect for property rights and traditional knowledge.	NA	Positive
<b>Consumer Issues</b>					
12	Protecting consumers' health and safety	○	We have mechanism in place where all the necessary information of the products is shared with the consumers which contains clear instructions for safe handling, use, storage and disposal.	NA	Positive
13	Education and awareness	○	We are providing hazard information of our product with our consumers, providing labelling on the packaging which display the hazards associated with our products.	NA	Positive
14	Consumer data protection and privacy	○	We have information security and data protection policy in place which helps us to handle the consumer information with due care.	NA	Positive
<b>Community Involvement and Development</b>					
15	Employment creation and skills development	○	With the help of our CSR initiatives, we are working on the education and skill development of vulnerable and marginalized groups that help them to create wealth generation for them.	NA	Positive
16	Health	○	Our all sites are situated in notified industrial areas thus reducing the impact of our processes on the community. Through our CSR initiatives, we are giving awareness and support to local community regarding their health.	NA	Positive

## SECTION B: Management and Process Disclosures

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	We are in the process of updating our website with such policies.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<b>We are practicing following Standards:</b> <ol style="list-style-type: none"> <li>1. ISO 9001:2015 – Quality Management System</li> <li>2. ISO 14001:2015 – Environment Management System</li> <li>3. ISO 45001:2018 – Occupational Health &amp; Safety Management System</li> <li>4. ISO 26000:2010 – Social Responsibility</li> <li>5. ISO 20400:2017 – Sustainable Procurement System</li> </ol>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer our Sustainability Report of FY 2020-21 for targets we have defined. Please refer link <a href="https://www.anupamrasayan.com/sustainability-reports/">https://www.anupamrasayan.com/sustainability-reports/</a>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We have set targets this year itself. We will be disclosing the same in our next year sustainability report.								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	A. Please refer our Managing Director Statement at the beginning of the Annual Report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<ol style="list-style-type: none"> <li>1. Mr. Anand Desai Managing Director</li> <li>2. Mr. Amit Khurana Chief Financial Officer</li> <li>3. Mr. Vikash Chander BR Co-head</li> </ol>								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, we have sustainability committee in place. It consists of chairman and two members. Please refer link <a href="https://www.anupamrasayan.com/board-of-directors-committees-of-the-board-and-management-team-of-the-company/">https://www.anupamrasayan.com/board-of-directors-committees-of-the-board-and-management-team-of-the-company/</a>								



## 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										HY	HY	HY	HY	HY	HY	HY	HY	HY
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	HY	HY	HY	HY	HY	HY	HY	HY	HY
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.										Yes, it has been Assessed by TUV SUD South Asia Pvt. Ltd.								

\*HY - Half Yearly; Y - Yearly

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 entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

### SECTION C: Principle Wise Performance Disclosure

#### PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

##### Essential Indicators

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	Nil	Nil	Nil
Key Managerial Personnel	Nil	Nil	Nil
Employees other than BoD and KMPs	303	<ul style="list-style-type: none"> <li>Human rights</li> <li>Anti-corruption</li> </ul>	20%
Workers		<ul style="list-style-type: none"> <li>Anti-harassment</li> <li>Anti-discrimination</li> </ul>	

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

Particulars	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil
<b>Non-Monetary</b>					
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

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

A. There are no such instances where Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

**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.**

A. Yes, we have anti-corruption or anti-bribery policy in place and this is part of our Business code of conduct which is applicable for all the stakeholders of our company. Our policy also covers ban on kickbacks and bribery or any kind of grease payments for any reason. This policy is currently available on our intranet website.

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

Particulars	FY 2021-22 (Current Financial Year)		FY 2020-21 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Directors	Nil		Nil	
KMPs	Nil		Nil	
Employees	Nil		Nil	
Workers	Nil		Nil	

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

Particulars	FY 2021-22 (Current Financial Year)		FY 2020-21 (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	Nil	NA	Nil	NA

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

A. 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.**

A. We have Conflict of Interest policy in place for member of board. For details, please refer link <https://www.anupamrasayan.com/code-of-conduct-for-the-companys-board-of-directors-and-the-senior-management-team/>

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

**Essential Indicators**

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

	FY 2021-22 (Current Financial Year)		FY 2020-21 (Previous Financial Year)		Details of improvements in environmental and social impacts
	Percentage	Investment	Percentage	Investment	
R&D Capex	8.54%		0.17%		We have invested in the environmentally friendly technologies.
Other Capex	91.46%		99.83%		

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

A. Yes, we have sustainable procurement policy in place. It is available at our intranet website.

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

A. Nil.

**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):** As per policy, we will be disposing this kind of waste to the third parties who are further sending this kind of waste to recyclers.

**b. E-waste:** As per policy, we will be disposing this kind of waste either to third parties or directly to the recyclers.

**c. Hazardous waste:** We are sending it to the landfilling, recyclers as well as for co-processing.

**d. Other waste:** Our non-hazardous waste consists of metal waste which is usually generated from aging of the process equipment or as a part of maintenance activities. Also, other source of non-hazardous waste is fly ash which is generated from the coal usage.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).**

A. This is not applicable to us.

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

**Essential Indicators**

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

Category	% of employees Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
	Number (B)	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)	
<b>Permanent Employees</b>											
Male	636	636	100%	636	100%	0	0%	Nil	Nil	NA	NA
Female	36	36	100%	36	100%	36	100%	Nil	Nil	NA	NA
Total	672	672	100%	672	100%	36	5.36%	Nil	Nil	NA	NA
<b>Other Than Permanent Employees</b>											
Male	0	0	0%	0	0%	0	0%	Nil	Nil	NA	NA
Female	0	0	0%	0	0%	0	0%	Nil	Nil	NA	NA
Total	0	0	0%	0	0%	0	0%	Nil	Nil	NA	NA

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

Category	% of employees Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
	Number (B)	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)	
<b>Permanent Employees</b>											
Male	819	819	100%	819	100%	NA	NA	NA	NA	NA	NA
Female	0	0	0%	0	0%	NA	NA	NA	NA	NA	NA
Total	819	819	100%	819	100%	NA	NA	NA	NA	NA	NA

<b>Other Than Permanent Employees</b>											
Male	453	453	100%	453	100%	NA	NA	NA	NA	NA	NA
Female	0	0	0%	0	0%	NA	NA	NA	NA	NA	NA
Total	453	453	100%	453	100%	NA	NA	NA	NA	NA	NA

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

Benefits	FY 2021-22 (Current Year)			FY 2020-21 (Previous 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 Employees covered as a % of total employees	No. of Workers Covered as a % of total workers	Deducted and Deposited with the authority (Y/N / N.A)
PF	100%	100%	YES	100%	100%	YES
Gratuity	100.00%	100.00%	YES	100.00%	100.00%	YES
ESI	16.00%	10.00%	YES	21.00%	14.00%	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.

A. As per the nature of our business, we cannot recruit differently abled employees in the manufacturing plant operations activities though we give opportunities to differently abled persons in office premises. Our office areas have lifts making it accessible with people with mobility impairment.

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.

A. Yes, we have policy in place. Currently, this policy is available on our local intranet.

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

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

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	Yes, we have grievance mechanism in place where one can approach the concerned department as per process and if he is not satisfied with the resolution then we have open door policy also in place where all employees including workers can approach their reporting manager or even managing director directly in case, they have any grievances related to anything.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

A. We do not have trade unions in place.

**8. Details of training given to employees and workers:**

Category	FY 2021-22 (Current year)					FY 2020-21 (Previous 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)
<b>Employees</b>										
Male	636	471	74%	451	71%	562	202	36%	382	68%
Female	36	25	71%	30	85%	22	9	42%	11	50%
Total	672	496	73.80%	481	71.58%	584	211	36.13%	393	67.29%
<b>Workers</b>										
Male	1272	1272	100%	992	78%	702	477	68%	477	68%
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	1272	992	78%	992	78%	702	477	68%	477	68%

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

Category	FY 2021-22 (Current Year)			FY 2020-21 (Previous Year)		
	Total (A)	No of employees / workers covered (B)	% (B/A)	Total C	No of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Male	636	636	100%	562	562	100%
Female	36	36	100%	22	22	100%
Total	672	672	100%	584	584	100%
<b>Worker</b>						
Male	819	819	100%	702	702	100%
Female	0	0	0%	0	0	0%
Total	819	819	100%	702	702	100%

**10. Health and safety management system:**

- a. Whether an occupational health and safety management system has been implemented by the entity?
  - i. Yes. We have an implemented occupational health and safety management system i.e. ISO 45001:2018 across all new sites and its practices are being followed across all our sites.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
  - i. As a part of ISO 45001:2018 Occupational Health and Safety Management system, we have implemented Hazard identification and Hazard assessment techniques at our sites

which help us to identify work related hazards, which includes routine and non-routine activities. In addition to above, we have implemented Hazard operability (HAZOP) techniques for process related hazards, Hazard Identification and Risk assessment (HIRA) for routine and non-routine activities and Health Risk Assessment (HRA) for identifying exposure related activities.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.
  - i. Yes, we have incident reporting procedure in place and we have given training with respect to accident reporting which includes accidents, near-misses, unsafe acts and unsafe conditions and take necessary actions

including removing themselves to safer place if any risk situation arises. All potential incidents are also investigated and required corrective and preventive actions are taken to eliminate the incidents.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

i. Yes

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

Safety Incident/Number	Category	FY 2021-22	FY 2020-21
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

A. (i) We have implemented Hazard identification and Hazard assessment methodologies in place which help us to identify work related hazards which includes routine and non-routine activities. We are using Hazard operability (HAZOP) for process related hazards, Hazard Identification and Risk assessment (HIRA) for routine and non-routine activities and Health Risk Assessment (HRA) for identifying exposure related activities.

(ii) We are conducting tool box talk (TBT) on daily basis in each shift which is helping us in maintaining our work place free from hazards.

(iii) Regular site review, inspections and audits to assess safety preparedness

(iv) Regular training on occupational health & safety training

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

	FY 2021-22 Current Financial Year			FY 2020-21 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	NA	NA	Nil	NA	NA
Health & Safety	Nil	NA	NA	Nil	NA	NA

#### 14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & 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.**

A. There were no major and reportable safety related incidents occurred in past financial year. Though, there were first-aid related incidents during the year which have been investigated and closed with necessary corrective and preventive actions.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

- a. (A) Employees – Yes.
- b. (B) Workers - Yes.

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

A. We are ensuring that vendors in our value chain are deducting and submitting the required statutory dues on time especially GST. Also, we are approving the vendors based on the statutory dues paid by their firm on periodic basis.

**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 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

**Essential Indicators**

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

A. The key stakeholders are those who are directly and indirectly impacted by the business operations and activities and those who we liaise with on a regular basis for reporting, relation building and business interactions, etc.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	1. Customer feedback 2. Customer satisfaction survey 3. Phone calls, emails and Meetings 4. Signed contracts	As and when required.	1. Timely Delivery 2. Quality 3. Pricing 4. Post-sales Support



		<ol style="list-style-type: none"> <li>5. Exhibitions, Events</li> <li>6. Customer visits &amp; audits</li> <li>7. Websites</li> </ol>		<ol style="list-style-type: none"> <li>5. Product related certifications</li> <li>6. EHS Management Systems</li> </ol>
Employees	No	<ol style="list-style-type: none"> <li>1. Emails and Meetings</li> <li>2. Employee Satisfaction Surveys</li> <li>3. Training Programmes</li> <li>4. Performance appraisal reviews</li> <li>5. Grievance Redressal Mechanisms</li> </ol>	As and when required.	<ol style="list-style-type: none"> <li>1. Fair wages and Rewards</li> <li>2. Work life Balance</li> <li>3. Training &amp; Skill development</li> <li>4. Career Growth</li> <li>5. Occupational Health and Safety</li> <li>6. Job Security</li> <li>7. Transparent Communication</li> </ol>
Suppliers	No	<ol style="list-style-type: none"> <li>1. Emails and Meetings</li> <li>2. Vendor Assessment &amp; Review</li> <li>3. Signed Contracts</li> </ol>	As and when required	<ol style="list-style-type: none"> <li>1. Timely Payment</li> <li>2. Continuity of orders</li> <li>3. Capacity Building</li> <li>4. Transparency</li> </ol>
Communities	No	<ol style="list-style-type: none"> <li>1. Training &amp; Workshops</li> <li>2. Regular Meetings</li> <li>3. Need Assessment &amp; Satisfaction Surveys</li> <li>4. CSR Reports</li> </ol>	As and when required	<ol style="list-style-type: none"> <li>1. Local Employment</li> <li>2. Environmental pollution control</li> <li>3. Infrastructure development</li> <li>4. Training &amp; Livelihood programs</li> <li>5. Participation in social services</li> </ol>
Investors & Shareholders	No	<ol style="list-style-type: none"> <li>1. Shareholders Meetings</li> <li>2. Publishing requisite notices/press releases/ other communications through Newspaper Advertisements/ e-mails/ websites</li> <li>3. Annual Reports</li> <li>4. Company's Website/ dissemination of requisite information on website of stock exchanges and depositories</li> <li>5. Investor interactions/ Calls</li> </ol>	As and when required	<ol style="list-style-type: none"> <li>1. Sustainable Growth &amp; Returns</li> <li>2. Risk Management</li> <li>3. Corporate Governance</li> <li>4. Market Share</li> <li>5. Operational Performance</li> </ol>
Governments & Regulatory Bodies	No	<ol style="list-style-type: none"> <li>1. Annual Reports</li> <li>2. Statutory filings</li> <li>3. Communication with regulatory bodies</li> <li>4. Formal Dialogues</li> </ol>	As and when required	<ol style="list-style-type: none"> <li>1. Tax and Royalties</li> <li>2. Compliance with laws, rules &amp; regulations</li> <li>3. Employment</li> <li>4. Pollution Prevention</li> <li>5. Local Economy Growth</li> </ol>

Media	No	1. Social Media 2. Press Releases 3. Interviews 4. Website	As and when required	1. Community Relations 2. Workplace safety and wellbeing 3. Company's business and operations
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**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.**

A. We have considered all the stakeholders on whom our activities may impact and we have captured their concerns / feedback by adopting the ISO 26000 (Social Responsibility) guidelines. We developed the checklist by considering the above guidelines and collected their response through suitable media.

**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.**

A. Yes, stakeholder consultation is used to support the identification and management of environmental, and social topics.

**PRINCIPLE 5: Businesses should respect and promote human rights**

**Essential Indicators**

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

Category	FY 2021-22 (Current Year)			FY 2020-21 (Previous Year)		
	Total	No of employees / workers covered (B)	% (B/A)	Total C	No of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	672	135	20%	584	0	0.00
Other Than Permanent	NA	NA	NA	NA	NA	NA
Total Employees	672	135	20%	584	0	0.00
<b>Worker</b>						
Permanent	819	168	20.51%	702	0	0.00
Other Than Permanent	453	20	4.42%	Nil	Nil	Nil
Total Employees	1272	188	14.77%	702	0	0.00

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

Category	FY (Current Year)					FY (Previous 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)	No. (B)	% (B/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	636	NA	NA	636	100%	562	NA	NA	562	100%
Female	36	NA	NA	36	100%	22	NA	NA	22	100%
<b>Other than Permanent</b>										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Worker</b>										
<b>Permanent</b>										
Male	819	NA	NA	819	100%	702	NA	NA	702	100%
Female	0	NA	NA	NA	NA	0	NA	NA	NA	NA
<b>Other than Permanent</b>										
Male	453	NA	NA	453	100%	647	NA	NA	647	100%
Female	0	NA	NA	NA	NA	0	NA	NA	NA	NA

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

	Male		Female	
	Number	Median /Salary /Wages of respective Category (₹ Lacks per annum)	Number	Median /Salary /Wages of respective Category (₹ Lacks per annum)
Board of Directors (BoD)				
A) Executive Directors	1	131.40	1	131.40
B) Non - Executive Non - Independent Director	2	NIL	NA	NA
C) Non - Executive Independent Director	3	NA	1	NA
Key Managerial Personnel	5	87.54	1	22.79
Employees other than BOD and KMP	631	4.87	35	2.99
Workers	819	2.07	NA	NA

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

A. Yes.

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

A. Grievances related to human rights can be submitted to human resource department. In case employee is not satisfied with the outcome then as per open door policy he can approach to managing director office to share their concern. Also, his identity is protected through Whistle Blower Mechanism Policy throughout the grievances handling process

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

	FY 2021-22 Current Financial Year			FY 2020-21 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	NA	NA	Nil	NA	NA
Discrimination at workplace	Nil	NA	NA	Nil	NA	NA
Child Labour	Nil	NA	NA	Nil	NA	NA
Forced Labour/Involuntary Labour	Nil	NA	NA	Nil	NA	NA
Wages	Nil	NA	NA	Nil	NA	NA
Other human rights related issues	Nil	NA	NA	Nil	NA	NA

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

A. We have Whistle Blower Mechanism Policy in place which prevent adverse consequences to the complainant in discrimination and harassment cases

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

A. Yes, we have supplier code of conduct which takes care of the human rights issues and this should be followed by each and every stakeholder who is associated with us.

**9. Assessments for the year:**

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

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

A. There are no concerns found due to which there is requirement of any corrective action to be taken.

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**  
**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Particulars	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total electricity consumption (A)	217838.27 GJ	1,89,588.21 GJ
Total fuel consumption (B)	1129771.41 GJ	901354.16 GJ
Energy consumption through other sources (C)	4712.03 GJ	-
<b>Total energy consumption (A+B+C)</b>	<b>1352321.71 GJ</b>	<b>1090942.37 GJ</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.000126859 GJ/rupees	0.000134535 GJ/rupees

Note: Independent assurance has been carried out by Ernst & Young LLP.

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

A. No, we do not have any site as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Particulars	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) To Surface water	Nil	Nil
(ii) To Ground water	Nil	Nil
(iii) Third-party water	359462	334200
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>359462</b>	<b>334200</b>
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.033721 L/₹</b>	<b>0.041213 L/₹</b>

Note: Independent assurance has been carried out by Ernst & Young LLP.

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

A. Yes, we have facility of primary treatment, secondary treatment (MEE with ATFD) and soil bio technology treatment plant as tertiary treatment facility available. We are the founding member of CETP and discharge to CETP as per their norms so as to encourage other organization to discharge responsibly.

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

Parameter	Please specify unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
NOx	ppm	Within permissible limit	Within permissible limit
SOx	ppm	Within permissible limit	Within permissible limit
Particulate matter (PM)	mg/Nm3	Within permissible limit	Within permissible limit
Persistent organic pollutants (POP)	NA	Within permissible limit	Within permissible limit
Volatile organic compounds (VOC)	NA	Within permissible limit	Within permissible limit
Hazardous air pollutants (HAP)	µg/NM3 ozone	Within permissible limit	Within permissible limit
Others - please specify	NA	NA	NA

Note: Independent assurance has been carried out by Ernst & Young LLP.

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

Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	97518.6	70351.40
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	41122.18	42026.84
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.013005 kg Co <sub>2</sub> /₹	0.013880 kg Co <sub>2</sub> /₹

Note: Independent assurance has been carried out by Ernst & Young LLP.

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

A. We have set targets to reduce our GHG by 10% which we have disclosed in our first sustainability report which is available on our website at link <https://www.anupamrasayan.com/sustainability-reports/>. In addition to above, decarbonization roadmap is available in our sustainability report of FY 2021-22.

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

Parameters	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	42406.53	41492.59
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	2248.75	190.35 (does not include fly ash)
<b>a. SS Scrap</b>		
<b>b. MS Scrap</b>		
<b>c. Aluminium Scrap</b>		
<b>d. Fly Ash</b>		
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>44655.28</b>	<b>41682.94</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled (Waste Water)	61270.77	26535
(ii) Re-used (By product)	5135.63	4,674.02

(iii) Steam Condensate reuse	110058.01	195715
(iv) Recycled	23487.82	21,559.22
(v) Coprocessing	7066.81	7796.927
(vi) Non-Hazardous waste	2884.12	190.35
<b>Total</b>	<b>209903.16</b>	<b>256470.52</b>

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

<b>Category of waste</b>		
(i) Landfill	7280.759	7217.03
(ii) Incineration	0	245.395
<b>Total</b>	<b>7280.759</b>	<b>7462.43</b>

Note: Independent assurance has been carried out by Ernst & Young LLP.

**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.**

A. Being a chemical manufacturing and environment conscious company, our focus is to manage the waste at the source itself which includes segregation of the waste so that it can be managed accordingly. We believe in 3R principles of waste management i.e., reduce, reuse and recycle. We have adopted the processes that are environment friendly and generate less wastes as compared to conventional methods like hydrogenation which helps in reducing the hazardous waste. We recycle our effluent and reuse within the premises and thus working towards zero liquid discharge. We are recovering waste heat and utilizing the same again thus there by reducing the energy requirements. We have diverted 84% of our waste from landfill to either recycling or reuse activities.

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B. To handle the hazardous and toxic chemicals, we are making our premises safer and more hygienic by implementing latest available technologies and making employees more aware with respect to the handling and usage of the chemicals.

**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.**

A. We do not have 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. We have all the sites in the notified industrial areas only.

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

<b>Name and brief details of project</b>	<b>EIA Notification No</b>	<b>Date</b>	<b>Whether conducted by independent external agency (Yes / No)</b>	<b>Results communicated in public domain (Yes / No)</b>	<b>Relevant Web link</b>
NA	NA	NA	NA	NA	NA

**12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).**

A. Yes, we are 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.

**Leadership Indicators**

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

Parameters	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>From Renewables</b>		
Total electricity consumption (A)	31464.38 GJ	0 GJ
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>31464.38 GJ</b>	<b>0 GJ</b>
<b>From Non-Renewables</b>		
Total electricity consumption (D)	186373.89 GJ	1,89,588.21 GJ
Total fuel consumption (E)	1129771.41 GJ	901354.16 GJ
Energy consumption through other sources (F)	4712.03 GJ	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1320857.33 GJ</b>	<b>1090942.37 GJ</b>

2. Provide the following details related to water discharged:

Parameters	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment		
We have primary treatment, secondary treatment and tertiary treatment facility available for effluent treatment.	32272.04 KL	21700 KL
(v) Others		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
<b>Total water discharged (in kilolitres)</b>	<b>32272.04 KL</b>	<b>21700 KL</b>

Note: Independent assurance has been carried out by Ernst & Young LLP.



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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
NA	NA	NA	NA

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

We have a business continuity and disaster management plan in place. We have identified the threats and opportunities and captured in the threat matrix and their detailed action plan is available for each site in case company needs to continue its business operations with minimum facilities. Regarding the disaster management plan, we have onsite and offsite emergency plan which is available at each site and relevant employees are trained to handle the emergency situation.

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

#### Essential Indicators

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

a. Currently we are associated with 8 trade and industry chambers / associations.

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Indo-German chamber of commerce	National
2	Indo-American chamber of commerce	National
3	Confederation of Indian Industry	National
4	Indian Chemical Council	National
5	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (Chemexcil)	National
6	Pesticides Manufacturers & Formulators Association of India (PM FAI)	National
7	South Gujarat chamber of commerce	State
8	EBG Federation, India	National

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

A. We have not received any adverse orders from regulatory authorities in last FY 2021-22.

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**

#### Essential Indicators

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

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

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

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

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

Grievances can be written or verbal and can be expressed in local languages. They can be lodged by email, phone, through our community relations and development staff working locally, and other locally dedicated channels, as well as at corporate level. The grievances can be expressed anonymously, as well as on behalf of another individual. The channel is also open for our local suppliers. Each grievance is acknowledged once received, and the complainant is informed of the next steps. Once we receive a grievance, we assess its severity and assign to designate person, who will follow through to ensure that the issue is investigated by departments that are best suited to do so, and that the complainant is responded to in due course. Grievances with high severity levels are escalated to senior management levels. The grievance manager and the respective departments investigate the grievance and respond to the complainant informing them about the proposed resolution. In some cases, more information may be requested from the complainant to ensure a thorough investigation. We strive for our community grievance process to be based on dialogue where a resolution can be found together with the complainant. Remedies may be proposed on case-to-case basis. If the solution is refused, the complainant can appeal, in which case the grievance will be re-evaluated by alternate investigators. Once the complainant accepts the solution, the grievance is considered resolved. We aim to solve all grievances quickly.

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

Parameters	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	4.12%	2.78%
Sourced directly from within the district and neighbouring districts	73.73%	65.43%
Sourced from outside India (Import)	22.15%	31.79%

**Leadership Indicators**

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

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Upgradation of physiotherapy dept. of <b>Dinbandhu Charitable Hospital Trust</b>	3936	82%
2	Bird Rescue, Rehabilitation and Animal Welfare undertaken through Prayas Team Environment Charitable Trust	5357 Animals, Birds and Reptiles benefited from the CSR funds from your organization.	100% animals and birds and reptiles are from vulnerable and marginalised - Mainly all are homeless/ abandoned.
3	One Teacher School " <b>Ekal Vidyalaya</b> " undertaken through Friends of Tribals Society	The number of students is 1681. The number of villagers is 2368. The total number of beneficiaries is 4049.	100% beneficiaries are mostly in villages where the villagers are vulnerable and marginalized groups.

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

A. We have procedure in place to address the consumer complaints based on the criticality of the complaint and also, we have feedback mechanism in place through which we improve our system on continuous basis.

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

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

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

Parameter	FY 2021-22 (Current Financial Year)		Remarks	FY 2020-21 (Previous Financial Year)		Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	NA	NA	NA	NA	NA	NA

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?**

A. Yes, we have policy in place. Currently policy is available on intranet.

**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.**

A. We have not received any penalty / or no action has been taken by regulatory authorities on safety of products in last financial year.

**Leadership Indicators****1. Channels / platforms where information on products and services of the entity can be accessed.**

A. We have our services available on website. It is available at link <https://www.anupamrasayan.com/life-science-related-specialty-chemicals/> , <https://www.anupamrasayan.com/other-specialty-chemicals/> .

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

A. We provide safety data sheets along with all our products which contains all the necessary information related to our product.

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

A. We have change procedures in place which triggers the communication to customers in case of any risk of disruption/discontinuation of essential services.

**4. Does the entity display product information on the product over and above what is mandated as per local laws?**

A. Yes, we do label as per GHS/CLP requirements which communicates the necessary information related to the nature of the products. We take feedback from our customers on periodic basis to continuously improve our systems. Yes, we carry out feedback survey with regard to consumer satisfaction relating to the major products / services of the entity as a whole.

**5. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches along-with impact: **Nil, there is no impact due to the same.**
- b. Percentage of data breaches involving personally identifiable information of customers: **0%.**

# Assurance Statement



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## Independent Assurance Statement

### The Management and Board of Directors

Anupam Rasayan India Limited,  
8110, GIDC Sachin,  
Surat - 394230 India

### Scope

We have been engaged by Anupam Rasayan India Limited to perform independent assurance, as defined by International Standards on Assurance Engagements (ISAE 3000), hereafter referred to as the engagement, to report on Anupam Rasayan India Limited Business Responsibility and Sustainability Report (BRSR) FY 22 (the "Subject Matter") for the period from 01st April 2021 to 31st March 2022.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

### Criteria applied by Anupam Rasayan India Limited

In preparing the Business Responsibility and Sustainability Report (BRSR) FY 22, Anupam Rasayan India Limited applied the Securities and Exchange Board of India (SEBI) BRSR guidelines. As a result, the subject matter information may not be suitable for another purpose.

### Anupam Rasayan India Limited's Responsibilities

Anupam Rasayan India Limited management is responsible for selecting the Criteria, and for presenting the Business Responsibility and Sustainability Report (BRSR) FY 22 in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates relevant to the preparation of the the subject matter, such that it is free from material misstatement, whether due to fraud or error.

### EY's Responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000'). The terms of reference for this engagement as agreed with Anupam Rasayan India Limited. The Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

### Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement

EY also applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.



### Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making inquiries, primarily of persons responsible for preparing the sustainability report and related information and applying analytical and other appropriate procedures

Our procedures included:

- Conducted interviews with select personnel at manufacturing units and corporate teams to understand the process for collecting, collating, and reporting the subject matter as per Standards and Securities and Exchange Board of India (SEBI) BRSR guidelines; Checked that the calculation criteria have been correctly applied in accordance with the
- Checked that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria;
- Undertook analytical review procedures to support the reasonableness of the data through consultations with the site team and sustainability team;
- Review of relevant data, on a selective test basis, for the following units/ locations,
- through consultations with the site team and sustainability team
  - Unit-1A (Sachin GIDC-Surat)
  - Unit-1B (Sachin GIDC-Surat)
  - Unit II (Sachin GIDC-Surat)
  - Unit VI (Sachin GIDC-Surat)
- Review of data on a sample basis, at the above-mentioned locations, pertaining to the following disclosures of BRSR guideline
  - Environmental Topics: Energy (P6.1, P6.9), Water (P6.2), Emissions (P6.4, P6.12), Waste (P6.5);
  - Social Topics: New employee hires and employee turnover (General disclosure), Performance and Career Development Reviews (P3.7), No. of CSR projects in aspirational districts (P8.4), Total beneficiaries of CSR Projects (P8.6)
- Execution of an audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in the collection, transcription, and aggregation processes followed;
- Review of the Company's plans, policies, and practices, pertaining to their social, environmental, and sustainable development, to be able to make comments on the fairness of Business Responsibility and sustainability reporting.
- Review of the Company's approach towards materiality assessment disclosed in the Report to identify relevant issues
- Review of select qualitative statements in various sections of the Business Responsibility and Sustainability Report (BRSR) FY 22

We also performed such other procedures as we considered necessary in the circumstances

**Emphasis of matter**

The assurance scope excludes:

- Data and information outside the defined reporting period (1st April 2021 to 31st March 2022)
- Data and information on the economic and financial performance of the Company
- Data, statements, and claims already available in the public domain through Annual Report, Sustainability Report, or other sources available in the public domain
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim, or future intention provided by the Company
- The Company's compliance with regulations, acts, and guidelines with respect to various regulatory agencies and other legal matters

**Our Conclusion**

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Business Responsibility and Sustainability Report (BRSR) FY 22 for the period from 01st April 2021 to 31st March 2022, in order for it to be in accordance with the Standards and Securities and Exchange Board of India (SEBI) BRSR guidelines.

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**Restricted use:** This report is intended solely for the information and use of Anupam Rasayan India Limited and is not intended to be and should not be used by anyone other than Anupam Rasayan India Limited.

**For and on behalf of Ernst & Young Associates LLP**

**Shailesh Tyagi**  
19<sup>th</sup> July 2022  
Mumbai, India