



**CHAMBAL FERTILISERS AND CHEMICALS LIMITED**

August 18, 2023

**BSE Limited**

Phiroze Jeejeebhoy Towers  
25<sup>th</sup> Floor, Dalal Street  
Mumbai - 400 001

**National Stock Exchange of India Limited**

Exchange Plaza, C-1, Block G,  
Bandra Kurla Complex,  
Bandra (E)  
Mumbai - 400 051

Dear Sir,

Pursuant to the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report for the Financial Year 2022-23.

You are requested to take the same on records.

Thanking You

Yours sincerely,

for **Chambal Fertilisers and Chemicals Limited**

**Anand Agarwal**

Chief Financial Officer

**Encl.: a/a**

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24124RJ1985PLC003293
2.	Name of the Listed Entity	Chambal Fertilisers and Chemicals Limited
3.	Year of Incorporation	1985
4.	Registered office address	Gadepan, District Kota, Rajasthan, PIN - 325208, India
5.	Corporate address	Corporate One, First Floor, 5, Commercial Centre, Jasola, New Delhi - 110025
6.	E-mail	<a href="mailto:corporate@chambal.in">corporate@chambal.in</a>
7.	Telephone	Registered Office - +91-744-2782915, Corporate Office - +91-11-46581300, 41697900
8.	Website	<a href="http://www.chambalfertilisers.com">www.chambalfertilisers.com</a>
9.	Financial Year for which reporting is being done	April 01, 2022 to March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital (INR in Crore)	416.21
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Vishal Mathur, Assistant Vice President – Human Resources & Administration, Telephone number: 0744-2782900 E-mail ID: <a href="mailto:vishal.mathur@chambal.in">vishal.mathur@chambal.in</a>
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures under this report are made on a standalone basis.

#### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	60.09%
2.	Trade	Wholesale Trading	39.91%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of Urea	24123	57.95%
2.	Marketing of Di-ammonium Phosphate (DAP)	51497	28.22%
3.	Marketing of NPK Fertilisers	51497	5.89%
4.	Marketing of Muriate of Potash (MOP)	51497	3.21%

#### 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	1*	25	26
International	0	0	0

\* The Company has three plants located at Gadepan, District Kota, Rajasthan (i.e., Gadepan-I, Gadepan-II and Gadepan-III).

##### 17. Markets served by the entity:

###### a. Number of locations:

Locations	Number
National (No. of States)	14*
International (No. of Countries)	0

\* The Company serves 13 states and 1 union territory in the national market.

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

NIL

- c. A brief on types of customers

The key customers of the Company are farmers and channel partners. We cater to the farmers' needs through network of channel partners that includes dealers, distributors and retailers.

#### IV. Employees:

18. Details as at the end of Financial Year:

1. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	622	605	97.27%	17	2.73%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total employees (D + E)</b>	<b>622</b>	<b>605</b>	<b>97.27%</b>	<b>17</b>	<b>2.73%</b>
<b>WORKERS</b>						
4.	Permanent (F)	428	423	98.83%	5	1.17%
5.	Other than Permanent (G)	2,172	2,157	99.31%	15	0.69%
6.	<b>Total workers (F + G)</b>	<b>2,600</b>	<b>2,580</b>	<b>99.23%</b>	<b>20</b>	<b>0.77%</b>

2. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total differently abled employees (D + E)</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	10	10	100%	0	0%
6.	<b>Total differently abled workers (F + G)</b>	<b>10</b>	<b>10</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	3	0	0%

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

	FY 2022- 23 (Turnover rate in current FY)			FY 2021- 22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.17%	24.24%	9.57%	7.52%	11.76%	7.64%	4.24%	0%	4.11%
Permanent Workers	3.32%	0.00%	3.28%	4.21%	0.00%	4.16%	3.15%	0%	3.11%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	Chambal Infrastructure Ventures Limited	Subsidiary	100.00%	No
2	CFCL Ventures Limited	Subsidiary	72.27%	No
3	ISGN Corporation	Subsidiary	72.27%	No
4	ISG Novasoft Technologies Limited	Subsidiary	72.27%	No
5	Indo Maroc Phosphore S.A.- IMACID	Joint Venture	33.33%	No

VI. CSR Details:

22. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No): Yes  
(ii) Turnover (in Rs.) - Rs. 2,77,72,81,49,993  
(iii) Net Worth (in Rs.) - Rs. 71, 97,47,50,134

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)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	1	0	The complaint was filed by resident of Bamori village	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	272	5	-	405	4	-
Employees and workers	Yes	88*	1	-	44*	0	-
Customers	Yes	47	3	-	1	3	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	Not Applicable	0	0	-	0	0	-

\* These complaints are received by contract labourers.

The grievance redressal mechanism can be accessed at the weblink -  
<https://chambalfertilisers.com/pdf/Grievance-Redressal-Mechanism.pdf>

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Safety and Working Conditions	Risk	Safety and Working conditions are crucial due to the inherent hazards associated with handling of Ammonia in fertilizer plant. Ensuring employee safety, mitigating environmental impacts and adhering to regulations are therefore paramount. Safety incidents can lead to loss of life, damage reputation and incur significant financial costs.	The Company has conducted a robust and detailed risk assessment of its business to identify key issues and have prepared an associated mitigation plan to ensure business continuity, which includes Health & Safety of employees, workers and community in case of operational hazards, a robust Health & Safety management system, trainings and mock drills and development of an on-site disaster management plan.	Negative
2.	Energy & Emission Management	Risk	As a fertilizer Company, energy-intensive processes and emissions contribute to climate change and environmental degradation. Prioritizing energy efficiency and emission reduction aligns with global sustainability goals, regulatory requirements and stakeholder expectations. The incentives and subsidies in fertilizer sector are also linked with energy optimization. By managing energy consumption and emissions responsibly, the Company has enhanced its environmental stewardship, kept its operational cost low and ensured a long-term business resilience.	The Company has conducted a robust and detailed risk assessment of its business to identify key issues and have prepared an associated mitigation plan to ensure business continuity, which includes conducting periodic air quality check and stack emissions and plant's trip interlock system. Further, the Company has set up Key Performance Indicators and targets for reduction in and off-setting of emissions.	Negative
3.	Waste Management	Opportunity	Efficient waste management can lead to resource recovery, cost savings and reduced environmental impact. Implementing recycling and waste reduction practices has optimized resource utilization and lower disposal expenses. Moreover, meeting waste management standards and regulatory compliance has enabled us foster positive relationships with stakeholders and reinforces Company's commitment to environmental stewardship.	Not Applicable	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Water Management	Risk	The Company operations require significant water for various processes which may lead to potential impact on local water resources. Ensuring responsible water management is crucial to conserve this vital resource, minimize environmental harm and meet regulatory requirements.	The Company has conducted a robust and detailed risk assessment of its business to identify key issues and have prepared an associated mitigation plan to ensure business continuity, which includes reuse and recycling of utilised water, water storage inside complex can meet 7 days requirement and can support maintenance work, anicuts on Kalisindh River and Parwan River to store rainwater and agreement with the Irrigation Department to draw water from the Right Main Canal on requirement (in case of a drought year).	Positive
5.	Product Stewardship	Risk	As the Company is dealing in fertilizers and agri-inputs, the products can have implications on soil, water and ecosystem health. Failing to prioritize responsible product design, usage and disposal could lead to environmental contamination, harm to biodiversity and risks to human health. Non-compliance with product safety regulations can also result in legal consequences and damage the Company's reputation.	The Company has a well-structured farmer advisory programme that focuses on sharing awareness on promoting responsible usage of products, boosting farmers' income and promoting sustainable farming practices. Apart from this programme, the farm advisory services of the Company also include soil and water testing services.  The social media platforms of the Company are also used extensively to educate farmers on the safe usage of the products. Additionally, a leaflet promoting the safe and responsible usage of product is always made part of the product packaging. The Company has also taken a conscious decision not to sell or promote products categorized extremely toxic.	Negative
6.	Customer Centricity	Opportunity	Customer centricity is important to us as it directly affect farmers' yields and livelihoods. It enables us to understand customers' situations, perceptions and expectations. Prioritizing customer-centric practices, such as providing quality products, support and farm advisory is crucial for building trust, fostering long-term relationships and ensuring sustainable business growth.	Not Applicable	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Sustainable Agriculture	Opportunity	As part of the need to reduce carbon emissions and efficient use of natural resources, off-site impacts and risks are required to be considered. Sustainable farming practices enable positive environmental interventions through practices associated with crops and soil, increasing nutrients and water use efficiency and reducing Greenhouse gas emissions.	Not Applicable	Positive
8.	ESG Risk Management	Opportunity	Mapping ESG performance and adopting robust practices can enhance the Company's environmental stewardship, improve social impact and strengthen corporate governance. The Company also aspires to attract socially conscious customers, investors and other stakeholders leading to potential revenue growth and improved ESG ratings.	Not Applicable	Positive
9.	Stakeholder Engagement	Opportunity	As we are a customer facing brand, stakeholder engagement (both internal and external) is critical for us. It provides us an opportunity to understand stakeholders' concerns and expectations and address them appropriately to help the Company in achieving its desired goals and targets.	Not Applicable	Positive
10.	Community Engagement	Opportunity	Community is one of the major stakeholders affected by our direct operations. Our objective is to create a long-term social impact through corporate social responsibility interventions. Engagement with communities to minimize possibility of conflicts and bring them onboard to ensure smooth operations is a strategic priority at the Company.	Not Applicable	Positive
11.	Ethics and Transparency	Opportunity	Embracing ethics and transparency as an opportunity enhances corporate reputation, mitigates potential reputational risks and strengthens its competitive advantage in the market, ultimately contributing to sustainable business growth. It has positioned the Company as a reputable and reliable partner in the fertilizer and agrochemical industry.	Not Applicable	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12.	Compliance	Risk	Identifying compliance as a material risk for the Company is due to the complex regulatory landscape in the fertilizer and agri-input industry. Non-compliance with environmental, safety and product regulations can lead to legal penalties, reputational damage and operational disruptions.	The Company has conducted a robust and detailed risk assessment of its business to identify key issues and have prepared an associated mitigation plan to ensure business continuity, which includes a formal legal tracking system to keep up to date with our compliance obligations and renewal requirements. Regular reviews, internal and external audits ensure that adhering to all regulatory compliances remains our top priority.	Negative
13.	Employee Engagement & Welfare	Opportunity	We believe that encouraged employees are more productive, leading to improved operational efficiency and higher customer satisfaction. Investing in employee development and welfare enhances skills and promote innovation & adaptability thereby driving sustainable business success and social impact.	Not Applicable	Negative
14.	Responsible Procurement & Sustainable Sourcing	Opportunity	Supply chain interruptions may impact our business continuity which have a direct impact on our brand's reputation. Therefore, Responsible Procurement & Sustainable Sourcing is an important aspect for our business's growth. Further, the Company intends to integrate social, ethical and environmental performance factors into the process of selecting suppliers and/or vendors. It also involves purchasing products made from recycled materials.	Not Applicable	Positive
15.	Biodiversity Management	Opportunity	Although the Company does not operate around any biodiversity sensitive zone, the products and services might impact the biodiversity footprint. Therefore, the Company finds it essential to keep contributing towards the betterment of surrounding biodiversity.	Not Applicable	Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
16.	Labour Management	Risk	Labour Management is critical for smooth operations for any organization. Labour Management and teamwork can dramatically improve performance across many dimensions including culture and job satisfaction. As a Company with a large labour pool, we are committed to the welfare and enhancing the skills of our workers thereby ensuring smooth operations.	The Company has conducted a robust and detailed risk assessment of its business to identify key issues and have prepared an associated mitigation plan to ensure business continuity, which includes proactive approach to ensure disbursement of all due benefits to contract workers applicable under different acts and rules. Further, Industrial Relations department at Gadepan plant ensures that all grievances are dealt in a timely and responsible manner.	Negative
17.	Human Rights	Risk	Considering the Company has a large labour pool and over thousand supply partners; human rights are a critical issue for us as it may lead to reputation and operational disruption.	We have started creating awareness on Human Rights issues including awareness on sexual harassment to all permanent and contractual employees and workers annually. Further, the Code of Conduct and Ethics, Human Resource and Employee Relations Policy and Suppliers' Code of Conduct of the Company define the basic principles to meet the Company's standard in Labour practices, Human rights, Safe and Healthy working conditions, Environment protection and Business integrity.	Negative
18.	Diversity and Inclusion	Opportunity	The Company is committed to enhancing the Diversity & Inclusion quotient. The Company is committed to enhance women and differently abled representation.	Not Applicable	Positive

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9					
<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)	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					
	c.	Web Link of the Policies, if available	The policies are available on the website of the Company at the following links: <a href="http://www.chambalfertilisers.com/brrpolicies">http://www.chambalfertilisers.com/brrpolicies</a> <a href="https://www.chambalfertilisers.com/policiescodes/">https://www.chambalfertilisers.com/policiescodes/</a>												
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) (Refer Note No. 1)	No	No	No	No	No	No	No	No	No					
<p><b>Note No. 1</b></p> <p>The Company has in place Supplier's Code of Conduct for its vendors and service providers. This code defines the basic principles to meet Company's standards in the areas of Labour Practices and Human Rights, Safe and Healthy Working Conditions, Environment Protection and Business Integrity.</p>															
4.	Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p><u>Standards Adopted</u></p> <ul style="list-style-type: none"> <li>Sustainability Accounting and Standards Board – covers all nine (9) NGRBC Principles</li> <li>Morgan Stanley Capital International - covers all nine (9) NGRBC Principles</li> <li>Global Reporting Initiative - covers all nine (9) NGRBC Principles</li> </ul>													
		<p><u>Certifications (given below)</u></p> <table border="1"> <tr> <td>ISO 9001 (Quality Management System Standard)</td> <td>ISO 14001 (Environment Management System Standard) ISO 9001 (Quality Management System Standard)</td> <td>ISO 45001 (Occupational Health and Safety Management System Standard)</td> <td>ISO 45001 (Occupational Health and Safety Management System Standard)</td> <td>ISO 14001 (Environment Management System Standard)</td> <td>ISO 14001 (Environment Management System Standard)</td> <td>ISO 9001 (Quality Management System Standard)</td> </tr> </table>									ISO 9001 (Quality Management System Standard)	ISO 14001 (Environment Management System Standard) ISO 9001 (Quality Management System Standard)	ISO 45001 (Occupational Health and Safety Management System Standard)	ISO 45001 (Occupational Health and Safety Management System Standard)	ISO 14001 (Environment Management System Standard)
ISO 9001 (Quality Management System Standard)	ISO 14001 (Environment Management System Standard) ISO 9001 (Quality Management System Standard)	ISO 45001 (Occupational Health and Safety Management System Standard)	ISO 45001 (Occupational Health and Safety Management System Standard)	ISO 14001 (Environment Management System Standard)	ISO 14001 (Environment Management System Standard)	ISO 9001 (Quality Management System Standard)									
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Goals / commitments were set during the Financial Year 2022-23 for 5 year period from Financial Year 2023-24 onwards and the same are provided in subsequent table.													
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Goals / commitments were set during the Financial Year 2022-23 for 5 year period from Financial Year 2023-24 onwards. Performance will be assessed and reported in the Business Responsibility and Sustainability Report for the Financial Year 2023-24.													

NGRBC Principle	Goals	Performance Indicator
<b>Environment</b>		
Principle 6	Tackle Climate Change and reduce Greenhouse gas emissions through state of art technologies and green interventions	<ul style="list-style-type: none"> <li>• Reduce Scope 1 emission in Urea production by ~ 2.8%</li> <li>• Reduce total specific energy consumption for Urea production(Gcal/ MT of Urea) by 1%</li> <li>• Increase the share of renewable energy in our total electrical power consumption by ten (10) %</li> <li>• Conduct full assessment of all sites / offices for Scope 3 emission resulting from employee commutation</li> </ul>
Principle 6	Achieve zero waste to landfill through our 4 R concept for Waste Management	<ul style="list-style-type: none"> <li>• 100% recycle of RO Sludge</li> <li>• Conduct full assessment of solid waste generated at Gadepan plant premises</li> </ul>
Principle 6	Sustainably manage and augment water resources to meet the needs of our business and surrounding communities	<ul style="list-style-type: none"> <li>• Conduct full water assessment of our operations at Gadepan plant premises</li> <li>• The proposed Technical Ammonium Nitrate Plant to be Zero Liquid Discharge Plant</li> <li>• Recharge the groundwater by practicing rooftop rainwater harvesting in Gadepan plant premises – forty (40) recharge units</li> </ul>
Principle 2	Responsibly design, manufacture and manage our products throughout their lifecycle, and promote awareness on sustainable use	<ul style="list-style-type: none"> <li>• Conduct ESG audit/ awareness on ESG practices and policies for five (5) key suppliers annually</li> <li>• Conduct a detailed life cycle analysis (LCA) of all products</li> <li>• Engage with 3,50,000 farmers and to provide them awareness on safe and sustainable use of our products</li> </ul>
Principle 6	Create a positive impact on nature by protecting, conserving, and managing the environment and natural resources for the present and future generations	<ul style="list-style-type: none"> <li>• Planting 1,50,000 tree saplings in and around Gadepan plant premises</li> </ul>
<b>Social</b>		
Principle 3	Lead best in class standards of Safety, Health and Hygiene, and foster a culture of continuous benchmarking to World class standards	<ul style="list-style-type: none"> <li>• Achieve Safety Training Man-Hours &gt; 10,000</li> <li>• Achieve Total recordable injuries rate &lt;0.4</li> <li>• 100% compliance to the Annual Safety Improvement Plan</li> </ul>
Principle 2 and Principle 9	Provide Best-in-class products and services to our customers in a sustainable and responsible manner	<ul style="list-style-type: none"> <li>• Develop and implement best-in-class Customer grievance framework</li> <li>• Carry out customer satisfaction survey once in two years and achieve customer satisfaction index as per plan.</li> </ul>
Principle 4	Build sustainable and mutually beneficial relationships with the communities we serve through interventions in: <ul style="list-style-type: none"> <li>• Infrastructure</li> <li>• Water Conservation</li> <li>• Sustainable agriculture</li> <li>• Sports promotion</li> </ul>	<ul style="list-style-type: none"> <li>• Transforming six (6) villages surrounding the Gadepan Plant into model villages</li> <li>• Rejuvenating existing ponds and practicing rainwater harvesting to enhance water availability in six (6) core villages surrounding plant premises</li> <li>• Crop residue management program to cover 3,00,000 acre Land and 30,000 Farmers</li> <li>• Providing Best-in-class sports infrastructure in all adopted forty-five (45) schools</li> </ul>
Principle 4	Create long-term value for all stakeholders by fostering support, receiving feedback, and demonstrating accountability	<ul style="list-style-type: none"> <li>• Engage with stakeholder group in regular interval and implement Stakeholders engagement mechanism and plan</li> </ul>
Principle 5	Embody the principles of dignity and respect by entrenching a culture of respect for human rights	<ul style="list-style-type: none"> <li>• Provide awareness on Human Rights issues including awareness on sexual harassment to all permanent and contractual employees and workers annually</li> </ul>

<b>Governance</b>		
Principle 1	Foster a culture of transparency, accountability and integrity in our business and partnerships	<ul style="list-style-type: none"> <li>Conduct awareness on issues and principles of Ethics and Transparency including those of ESG to all the employees</li> </ul>
Principle 8	Build a responsible value chain that upholds the principles of Environment, Social and Governance	<ul style="list-style-type: none"> <li>Conduct ESG audit/ awareness on ESG practices and policies for five (5) key suppliers annually as per plan</li> <li>Engage with five (5) % suppliers annually through Vendor/supplier meet to aware them on principles of ESG</li> </ul>

<b>Governance, leadership, and oversight</b>		
7.	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements <i>(listed entity has flexibility regarding the placement of this disclosure)</i></p> <p>The Company recognize the vital role that ESG considerations play in ensuring the sustainability and long-term success of business of the Company. We understand that operating responsibly is not only the right thing to do but also crucial for maintaining trust among our stakeholders and contributing to a more sustainable future.</p> <p>We acknowledge that there are several significant challenges when it comes to ESG matters. One of our key challenges is reducing our carbon footprint and transitioning to a low-carbon economy. We are actively working on implementing energy-efficient practices and renewable energy sources, to minimize emissions. Additionally, we are committed to reducing waste generation, managing water resources responsibly, and addressing any potential environmental risks associated with our operations.</p> <p>To address these challenges, we have set ambitious targets aligned with international best practices and frameworks. Our primary goal is to reduce our carbon footprints. This includes reducing our direct and indirect greenhouse gas emissions, investing in renewable energy projects, and adopting sustainable value chain. We are also committed to lead best in class standards of safety, health and hygiene and foster a culture of continuous benchmarking to world class standards. Our customers are our key stakeholders, and their wellbeing is at core of the organization. We are committed to provide best-in-class products and services to our customers in a sustainable and responsible manner. Furthermore, we have established targets to enhance our corporate governance practices, ensuring transparency, accountability, and ethical conduct at all levels of our organization.</p> <p>We are pleased to report that we have made significant progress in our ESG initiatives. Over the past year, we have reduced our carbon emissions through the implementation of energy-saving measures and the adoption of renewable energy sources. We have also implemented comprehensive waste management programs, resulting in a reduction in waste generation. We have also been able to reduce water consumption as compared to the previous year. In terms of social impact, we continue to make significant contributions in the areas of Education including Technical and Vocational Education, Rural Development, Healthcare and Sanitation, Employability and Empowerment, Environment Sustainability, Animal Welfare and Soil Health, Disaster Management, etc. for the underprivileged community living in the villages located near our plant in Gadepan. The Company has also made a significant investment to provide awareness and resources for crop residue management in selected villages of Punjab and Haryana. This will considerably contribute in addressing the problem of pollution arising due to crop residue in the northern part of India. Moreover, we have strengthened our governance practices by enhancing our risk management and ESG framework.</p> <p>Our detailed ESG goals and other achievements are mentioned in the relevant sections of this report. While we celebrate these achievements, we recognize that our journey towards sustainable development is an ongoing process. We remain committed to continuous improvement and innovation, aiming to surpass our targets and exceed expectations. Our focus on ESG factors will remain at the core of our business strategy, ensuring that we create long-term value for our stakeholders and contribute positively to the communities and environments in which we operate.</p> <p>Thanks to all stakeholders for their continued support as we navigate these ESG challenges together.</p>	
8.	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Name : Gaurav Mathur Designation: Managing Director</p>
9.	<p>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.</p>	<p>Yes, the Management Committee of the Company is responsible for decision making on sustainability related issues.</p>

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	Policies and procedures are periodically reviewed by the Board/ Board Committees/ Departmental Heads, as and when applicable.									Annually / Periodically								
	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	A certificate confirming compliance with all the statutory requirements applicable to the Company is placed before the Board of Directors on quarterly basis.																	
11.	Has the entity conducted 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
											No	No	No	No	No	No	No	No	No

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

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership." While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

#### 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	1	Training and awareness programmes were conducted on the nine (9) Principles of NGRBC.	100%
Key Managerial Personnel	1		
Employees other than BoD and KMPs	1		
Workers	1		

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/ Fine			NIL		
Settlement					
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/ No)	
Imprisonment			NIL		
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
Not Applicable	Not Applicable

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

Yes. The Code of Conduct and Ethics of the Company is applicable to all the Directors and Employees of the Company. The Code of Conduct includes a section on anti-bribery and anti-corruption, which requires Directors and Employees to comply with anti-corruption and anti-bribery laws and not indulge in any act or practice which results into breach of such laws. Payment of bribes, kickbacks, facilitation payments and/or other payments are strictly prohibited.

The Whistle Blower Policy of the Company, *inter-alia*, provides a mechanism to the Directors and Employees to report their concerns and grievances including those related to unethical behavior, actual or suspected fraud, violation of the Code of Conduct and Ethics of the Company or leak of Unpublished Price Sensitive Information. The Whistle Blower Policy enables other stakeholders i.e., employees of other agencies deployed for the Company's activities, contractors, vendors, suppliers, investors, shareholders, customers and business partners to freely communicate their concerns about illegal or unethical practices.

The Company also has in place a Supplier's Code of Conduct which includes issues relating to ethics and bribery and the code is normally shared with the concerned suppliers/service providers. The Code of Conduct and Ethics and Whistle Blower Policy of the Company are available at the following link: <http://www.chambalfertilisers.com/policiescodes>

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

	FY 2022- 23 (Current Financial Year)	FY 2021- 22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022- 23 (Current Financial Year)		FY 2021- 22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

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

Total number of awareness programmes held	Topics/ principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	Training and awareness programmes were conducted on the nine (9) Principles of NGRBC. The significance of the 9 Principles to the future business opportunities available and association with the Company were addressed to all the value chain partners.	19.77%, as 213 value chain partners, having business value more than Rs. 10 Lakh in Financial Year 2022-23 were assessed and made part of the awareness programme. The Company will aim to cover all its value chain partners during the Financial Year 2023-24.

2. 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 Code of Conduct and Ethics of the Company has the process in place to avoid/ manage conflict of interests involving members of the Board.

The Code of Conduct and Ethics states that the Directors and Employees shall not engage in any activity or enter into any pecuniary relationship which might result in conflict of interest, either directly or indirectly.

**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 environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.		
	Current Financial Year 2022- 23	Previous Financial Year 2021- 22	Details of improvements in environmental and social impacts
	R&D	*	* The Company is a manufacturing organization and is not engaged in any major Research and Development activity. However, the Company continuously makes efforts to improve the efficiency and reliability of its plants and quality of the products.
	Capex	Rs. 71.44 Crore	Rs. 14.73 Crore
			<p>During the Financial Year 2022-23, the following steps were taken for conservation of energy:</p> <ul style="list-style-type: none"> <li>Replacement of Cooling Water pumps in Gadepan-I plant</li> <li>Replacement of Induced Draft / Forced Draft fan turbines with motors in Ammonia-I plant</li> <li>Replacement of Purge Gas Hydrogen Recovery Unit membranes in Ammonia-I plant.</li> <li>Installation of roof top solar panels of 230 kilo watt (AC) peak power in Gadepan campus which commissioned in April 2022</li> <li>Installation of roof top solar panels of 770 kilo watt (AC) peak power in Gadepan campus which will be commissioned after final approval of Rajasthan Renewable Energy Corporation Limited, Jaipur.</li> </ul> <p>During the Financial Year 2021-22, the following step was taken for conservation of energy:</p> <ul style="list-style-type: none"> <li>Replacement of combustion air preheater in Ammonia-II plant.</li> </ul> <p>The above steps will increase the efficiency of plants and reduce the consumption of energy and water along with reduction in emission of greenhouse gases .</p>

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
b. If "Yes," what percentage of inputs were sourced sustainability?

Yes, inputs sourced sustainably from approximately 10% of our value chain partners.

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)	The Company uses plastic as a packaging material for its products. The Company does not have a mechanism in place for reclaiming of packaging materials, however, we do encourage the customers to reuse the packaging materials to the extent possible. Furthermore, we off-set any and all plastics introduced by us in the marketplace, by adhering to our Extended Producer Responsibility obligations as provided under Plastic Waste Management Rule, 2018.
(b) E-waste	The products of the Company and their packaging materials do not comprise of electrical & electronic materials; therefore, no E-waste is generated.
(c) Hazardous waste	Hazardous waste is not generated from products sold by the Company, or from their packaging materials.
(d) Other waste	NIL

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.  
The waste collection plan is in line with the Extended Producer Responsibility (EPR) plan as provided under Plastic Waste Management Rule, 2018 and the same is submitted to Rajasthan State Pollution Control Board. To meet EPR obligations, the Company has engaged four waste management agencies to collect and recycle plastic waste from marketing areas of the Company. During the Financial Year 2022-23, the Company has successfully collected and recycled 70% of plastic waste from market.

#### Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/ Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format: No

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
Not Applicable					

Note: The Company is planning to conduct Life Cycle Perspective/ Assessment (LCA) of its main product i.e., Urea. Results of the same will be disclosed as part of the Business Responsibility and Sustainability Report of Financial Year 2023-24.

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

Name of Product/ Service	Description of the risk/ concern	Action Taken
None	Not determined	Not applicable

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022- 23 Current Financial Year	FY 2021-22 Previous Financial Year
Demineralized Water Formula = (recycle DM from Ammonia/Urea plant)/Total Polish water consumption)*100	77.6 %	77.1%
Effluent Water Formula = (Reverse Osmosis /Total effluent generation)*100	45.8 %	47.4 %

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

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

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

Indicate product category	Reclaimed products and their packaging materials as % total products sold in respective category
Nil	



**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	605	605	100%	605	100%	NA	NA	0	0%	425	70.25%
Female	17	17	100%	17	100%	17	100%	NA	NA	16	94.12%
<b>Total</b>	<b>622</b>	<b>622</b>	<b>100%</b>	<b>622</b>	<b>100%</b>	<b>17</b>	<b>2.73%</b>	<b>0</b>	<b>0%</b>	<b>441</b>	<b>70.90%</b>
<b>Other than Permanent employees</b>											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
b. Details of measures for the well-being of workers:											
Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	423	423	100%	423	100%	NA	NA	0	0%	411	97.16%
Female	5	5	100%	5	100%	5	100%	NA	NA	3	60.00%
<b>Total</b>	<b>428</b>	<b>428</b>	<b>100%</b>	<b>428</b>	<b>100%</b>	<b>5</b>	<b>1.17%</b>	<b>0</b>	<b>0%</b>	<b>414</b>	<b>96.73%</b>
<b>Other than Permanent workers</b>											
Male	2157	2157	100%	2157	100%	NA	NA	0	0%	0	0%
Female	15	15	100%	15	100%	15	100%	NA	NA	0	0%
<b>Total</b>	<b>2172</b>	<b>2172</b>	<b>100%</b>	<b>2172</b>	<b>100%</b>	<b>15</b>	<b>0.69%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Benefits	FY 2022- 23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees*	No. of workers covered as a % of total workers*	Deducted and deposited with the authority (Y/ N/ N.A.)	No. of 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%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	7%*	100%	Y	5%	100%	Y
Others - Health Insurance	100%	0%	Y	100%	0%	Y
* Employees - permanent employees and workers						
* Workers - non-permanent contractual workers						
*All eligible employees are covered under Employees State Insurance Act, 1948						

**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, then whether any steps are being taken by the entity in this regard.

Yes, the premises / offices of the Company and township facilities at Gadepan except the Plant area are accessible to differently abled employees and workers. Wheelchair ramps and appropriate signages are provided for the convenience of disabled persons.

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

Yes. The weblink of the policy is as under - <https://chambalfertilisers.com/EqualEmploymentOpportunityPolicy>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.  
Only female employees are provided with parental leaves. No parental leaves were claimed during the Financial Year 2022-23.
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.

Permanent Workers	Yes. Grievance Redressal Committee was constituted as per section 9C of Industrial Disputes Act, 1947. Any grievances of the permanent workers are resolved as per the mandate of the Grievance Redressal Committee, Whistleblower Policy of the Company and Industrial Disputes Act 1947.
Other than Permanent Workers	Yes. The Company has a formal Grievance Redressal Mechanism to resolve grievances by contractual workforce. The aggrieved contractual workforce can report to concerned supervisor. If grievance is not resolved at the supervisor end, the same is escalated and recorded in grievance register at Industrial Relations (IR) help desk located in plant premises at Gadepan fertilizer complex. Industrial Relations initiates the investigation to resolve the issue through counselling / course correction / meetings with the aggrieved worker. If required, the grievance may be addressed / escalated to the State's Labour Department.
Permanent Employees	Yes. The Whistle Blower Policy of the Company, <i>inter-alia</i> , provides a mechanism to the Directors and Employees to report their concerns and grievances including those related to unethical behavior, actual or suspected fraud, violation of the Code of Conduct and Ethics of the Company or leak of Unpublished Price Sensitive Information.
Other than Permanent Employees	Yes. The Whistle Blower Policy enables other stakeholders i.e., employees of other agencies deployed for the Company's activities, contractors, vendors, suppliers, investors, shareholders, customers and business partners to freely communicate their concerns about illegal and/or unethical practices.

7. Membership of employees and workers in association(s) or Unions recognized by the listed entity:  
There was no employees or workers association or union in the Company as on March 31, 2023.
8. Details of training given to employees and workers:

a. On Health and safety measures						
Category	FY 2022- 23 Current Financial Year			FY 2021- 22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	605	434	71.74%	595	390	65.55%
Female	17	5	29.41%	16	5	31.25%
<b>Total</b>	<b>622</b>	<b>439</b>	<b>70.58%</b>	<b>611</b>	<b>395</b>	<b>64.65%</b>
<b>Workers</b>						
Male	423	393	92.91%	419	315	75.18%
Female	5	0	0%	5	0	0%
<b>Total</b>	<b>428</b>	<b>393</b>	<b>91.82%</b>	<b>424</b>	<b>315</b>	<b>74.29%</b>
b. On Skill upgradation						
Category	FY 2022- 23 Current Financial Year			FY 2021- 22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	605	372	61.49%	595	494	83.03%
Female	17	9	52.94%	16	7	43.75%
<b>Total</b>	<b>622</b>	<b>381</b>	<b>61.25%</b>	<b>611</b>	<b>501</b>	<b>82.00%</b>
<b>Workers</b>						
Male	423	267	63.12%	419	287	68.50%
Female	5	2	40.00%	5	2	40.00%
<b>Total</b>	<b>428</b>	<b>269</b>	<b>62.85%</b>	<b>424</b>	<b>289</b>	<b>68.16%</b>

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

Category	FY 2022- 23 Current Financial Year			FY 2021- 22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	605	605	100%	595	595	100%
Female	17	17	100%	16	16	100%
<b>Total</b>	<b>622</b>	<b>622</b>	<b>100%</b>	<b>611</b>	<b>611</b>	<b>100%</b>
<b>Workers</b>						
Male	423	423	100%	419	419	100%
Female	5	5	100%	5	5	100%
<b>Total</b>	<b>428</b>	<b>428</b>	<b>100%</b>	<b>424</b>	<b>424</b>	<b>100%</b>

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such system?	Yes, an occupational health and safety management system has been implemented in the Company to ensure a safe and healthy working condition for its employees and workers. The Company is certified for ISO 45001:2018 OHS Management System.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	For all jobs of routine nature, risk assessments are carried out and subsequently procedures are developed. For all other non-routine category jobs, Job Safety Analysis and Hazard and Operability study are carried out and work is executed in strict adherence to the same.  Furthermore, the following steps are taken to ensure health & safety on site of the plants: a) The in-house Statutory Safety Audit (as per IS 14489) is done every alternate year. b) Monthly Safety Inspection of the entire plant is done by the Safety Department personnel. c) Process Safety Management audit by trained Process Safety Management auditors is done on half-yearly basis for operations and on yearly basis for service departments. d) Annual Audit of hazardous storages is done by Safety and Operations department. e) Plant inspections are carried out by a joint team of Operations, Maintenance, Safety and Environment & Quality Control department on Half-yearly basis. f) External Integrated Management System Audits are carried out by external agency i.e., M/s British Standards Institution twice every year.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks (Y/N)	Various systems for logging complaints, violations, deviations, and suggestions have been formulated like Uttam Suraksha Setu, Central Safety Committee Meeting and Plant Safety Committee Meeting. Contractor employees have been provided with similar facilities such as suggestion box, Contractor Safety Committee Meeting etc., to report any hazard/ risk. All the reported hazards are noted, action plans are determined and closure of the same is facilitated.
d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	The Company health center facilities are available to all employees and workers for non-occupational medical and health services at the Gadepan plant & at all our regional offices.  Apart from the above, general physicians, specialist doctors visit the health center at Gadepan and corporate office of the Company and consultation with them are open and free of cost for all employees and workers.  Additional services like, Physiotherapy, Homeopathic Physician consultation is also available to all workers.

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

Safety Incident/ Number	Category	FY 2022- 23 Current Financial Year	FY 2021- 22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.23	0.25
Total recordable work-related injuries	Employees	0	4
	Workers	1	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has in place a robust Health & Safety Management System aligned with OHSAS 18001 (Occupational Health and Safety Management System Standard). The Company has a three-tier safety review system comprising plant, management and safe operations committees. The Company has also set up various committees (having representation from all concerned departments) at the plant level which includes Plant Safety Committee, Central Safety Committee, Contractor Safety Committee, IMS Steering Committee etc. which meet periodically to discuss safety concerns at workplace.

The Company conducts health & safety trainings in addition to job safety trainings. Further, all provisions pertaining to Personal Protective Equipment and Fire Safety and Emergency Response are in place at the location of plants at Gadepan. The Company has a well-equipped health center with experienced professionals within the Gadepan plant and well-equipped ambulances are available on round-the-clock basis for any medical emergencies.

The Company ensures a safe and healthy workplace for all its employees and workers by taking into consideration the following additional measures:

- Implementation of Engineering control.
- Risk Assessment (ARO) and Procedures (SOPs) of all the routine activities
- Health and Safety Trainings on a regular basis
- Mock drills and fire drills are regularly conducted to test emergency preparedness.
- Job Safety analysis of all the non-routine jobs
- Permit to work system: Review of all the permits by operations and maintenance Deputy General Managers
- Implementation and certification of Integrated Management system
- Hazard and Operability Study
- Quality Risk Assessment
- Process Safety Management
- Annual Safety Audits (External & Internal), Regular Safety Inspection
- Monthly Senior Management Safety Observation meetings
- Implementation of Behavior Based Safety
- Annual health check-up of all employees

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

	FY 2022- 23 (Current Financial Year)			FY 2021- 22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

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

The Company has a robust system in place for incident analysis in case of any occurrence. Action plans are determined based on the recommendations with fixed timelines. All incidents are thoroughly investigated by a cross-functional team. The investigation reports are also shared with all employees for learning purpose.

During the Financial Year 2022-23, as part of third-party safety audit conducted of Gadepan premises, action plan was made to further improve the health & safety practices. The following corrective actions were identified and implemented during the Financial Year 2022-23:

- Environment & Quality Control staff was provided with safety goggles and nitrile hand gloves while working.
- Emergency exits and evacuation plans were prepared and displayed at required locations within the plant premises.
- A system was set-up to intimate emergency service providers (security /fire/ambulance) for any road closures and/or blockages during an emergency, so as to identify alternate routes.
- A system was formulated to inspect and improve tools, machinery and equipment being brought to the plant premises by contract workers.
- Health & safety in the baggage area was further improved upon by developing a system to detect, avoid and investigate urea bags falling incidents.
- Cage guard provided on gas cutting cylinders' valve was improved by proper clamping of cage guard on gas cutting cylinder valve.
- General safety instructions were improved upon and displayed in the canteen and covers were provided on mixers and grinders to mitigate possibility of accident.
- Four ammonia sensors showing erratic reading were replaced and calibrated.
- Names of all contractual workers have been mentioned on work permit rather than mentioning number of workers on work permit.
- It is ensured that, full body harness distributed to workers, must carry a fitness certification identification mark reviewed periodically.
- Leakages and detectors were checked and improved upon throughout the plant.
- Color coding and flow direction on various pipelines within the plant were made visually evident to avoid any ambiguity if situation arises.

Apart from plant premises, an annual safety and working condition internal audit is conducted in all Regional Marketing Offices (RMO's) and Corporate Office of the Company. Apart from the corrective actions taken on fire, electrical and occupational safety, following road safety measures were taken based on the finding of audits:

- RMO's to provide immediate information of any road incident and submit incident reports and corrective measures taken to the Fire & Safety Department.
- GPS systems have been installed in all Company owned vehicles to monitor the movement of vehicles and provide alerts related to any road safety violations like speeding, harsh driving, crashing, etc.
- Defensive driving training for all Regional Marketing Office drivers was organized by a specialized agency.

<b>Leadership Indicators</b>	
1.	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y /N) (B) Workers (Y /N)
	<p>Yes. All employees and workers are covered for the group personal accident, group health insurance and group term solution schemes. In case of accidents, the personal accident scheme ensures compensation for treatment expenses, permanent/ partial disability, permanent/ temporary loss of earning capacity including salary component and death coverage. The health insurance scheme covers hospitalization expenses of employees and their family members. The life term insurance scheme insures the life of each employee.</p> <p>The Company also pay 150% of the basic salary to the nominee of the deceased employee for two years after death of the employee. All retired employees and their spouses are covered under a group health insurance policy of the Company.</p>
2.	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
	<p>The Company is highly vigilant about ensuring that its value chain partners discharge their legal obligations in respect of workers' rights and welfare. The Company ensure that applicable labour welfare laws, viz. Minimum Wages Act, Payment of Bonus Act, Contract Labour (Regulation and Abolition) Act, Equal Remuneration Act, Payment of Gratuity Act, etc. are complied with, in letter and spirit. Industrial Relations department checks compliance of all such applicable laws on regular basis against submission of documents related to deposit of Provident Fund, Employee State Insurance challans, payment of wages etc., which are required for creation of gate pass/permit for execution of job. These measures are part of work order terms failing to which the gate pass is immediately suspended. Also, additional fines may be levied on value chain partners in case of non-compliance of applicable laws.</p>

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

	Total no. of affected employees/ workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

No. The Company does not aid its employees during transition and has no such plans in place presently.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

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

None

#### 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.

The Company's Stakeholder Engagement and Advocacy Policy underlines the approach and commitment towards stakeholder identification and engagement plan. Stakeholder mapping is undertaken for identification of the key stakeholders through which the Company determines the stakeholders having the most positive or negative influence on business operations and which are likely to be most affected by business operations. Stakeholders are classified on the basis of their influence, priority and impact on business operations of the Company. The key stakeholders of the Company are Shareholders/Investors, Farmers, Dealers / Distributors, Employees/ Workers, Local Community, Contractors / Vendors, Banks/ Financial Institution, Industry Associations and the State and Central Government.

Stakeholder engagement, collaboration and dialogue is a continuous process and critical for creating long-term value on business strategies by providing insights and shared thoughts. Through stakeholder engagement, the Company is able to determine its key material topics that have the potential to impact the business and are of importance to our stakeholders. The stakeholder engagement process takes into cognizance the fact that each stakeholder group is different from the other and have varied needs and priorities, which collectively shapes a Company's Environmental, Social, and Governance (ESG) parameters and roadmap for future.

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

Stakeholder Group	Whether Identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Newsletter, Performance engagement survey, Board E-mails, Appraisal, Events/ Notice Board Trainings, Employee Notice Board	Regularly	<ul style="list-style-type: none"> <li>Employee Engagement</li> <li>Transparent Communication</li> <li>Performance review</li> <li>Employee Experience and grievance</li> <li>Employee retention</li> </ul>

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
Shareholders/ Investors	No	Email, SMS, Newspaper Advertisements, Investor Presentations, Analyst/Investor meetings, Annual General Meetings, Annual Report and the Company's Website	Annually / Quarterly / Event based	<ul style="list-style-type: none"> <li>Reminders about unclaimed dividends and shares due for transfer to Investor Education and Protection Fund</li> <li>Publication of financial results and notices</li> <li>Intimation for updations of KYC details for shareholders holding shares in physical mode</li> </ul>
Value Chain Partners	No	Offline & online meetings, Suppliers meet, Suppliers visit	Need Based	<ul style="list-style-type: none"> <li>Vendor development</li> <li>Job/work review</li> <li>Quality check</li> </ul>
Farmers	Yes	Social media platforms, Website, Market surveys/ customer satisfaction surveys, Farmers Meetings, Farmers Training Programs, Trade union meetings, Grievance resolution processes, Press engagements	Regularly	<ul style="list-style-type: none"> <li>Display of product information &amp; services through all viable sources and touch points</li> <li>Collect consumer feedback, suggestions, concerns, and grievances, ensure timely &amp; effective redressal of concerns</li> <li>Capacity development of farmers on knowledge of improved productivity &amp; technological advancement</li> <li>Awareness on safe usage of products and adopting sustainable agriculture practices.</li> <li>Sustainable livelihood opportunities to small &amp; marginalized farmers</li> </ul>
Dealers / Distributors	No	Dealer / Distributor Meetings, Product Launches, Promotional Campaigns, Incentive schemes, Grievance resolution processes, Social media platforms	Regularly	<ul style="list-style-type: none"> <li>Capacity development of Dealers and Distributors</li> <li>Technical and Commercial ability about products</li> <li>Safe and sustainable usage of products</li> <li>Awareness on current Agri scenarios, upcoming events, business latest schemes and mutual benefits</li> </ul>

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
Local Community	Yes	Community meetings, formal & informal meetings with primary stakeholders / Self-help groups / farmer's group/ opinion leaders / program beneficiaries / Media releases, Community interface meetings, digital means, surveys etc.	Need Based	<ul style="list-style-type: none"> <li>• Education</li> <li>• Technical and Vocational Education</li> <li>• Health and Sanitation</li> <li>• Rural Sports Promotion</li> <li>• Rural Development</li> <li>• Environment Sustainability</li> <li>• Soil Health and Animal Welfare</li> <li>• Livelihoods and empowerment</li> <li>• Alignment with SDGs</li> </ul>
Banks/ Financial Institutions	No	Meetings with Bank/ Financial Institutional officials, conference calls	Need Based	<ul style="list-style-type: none"> <li>• Industry trends</li> <li>• Reserve Bank of India guidelines</li> </ul>
State and Central Government	No	Meetings with Local administration / body, State and Central Government, Line Departments, Events & Seminars, Media releases, Partnerships with regulatory and industry bodies	Need Based	<ul style="list-style-type: none"> <li>• Policy advocacy through Corporate Social Responsibility</li> <li>• Regulation and Compliance</li> <li>• Skill and Capacity building</li> <li>• Changes in policies and regulations related to the entity</li> </ul>
Media	No	Published reports & Articles, Media Coverage	As per the need	<ul style="list-style-type: none"> <li>• Corporate branding</li> <li>• Community sensitization</li> <li>• Activity update</li> </ul>

#### 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.

The Management of the Company regularly interacts with key stakeholders i.e., employees, communities, government etc. The Company conducts periodic Corporate Social Responsibility Committee Meetings and quarterly board meetings that provide updates to the Board. The inputs and the actions are drawn from ground-level stakeholder engagement pertaining to economic, environmental and social issues.

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.

The Company strongly believes in stakeholders inclusive decision-making process and through stakeholder engagement and consultation, topics related to environment, society, and community development are identified, prioritized, strategized and implemented. The sub-section below are highlights of stakeholder consultation carried by the Company:

#### Materiality Mapping and ESG Goals

During the Financial Year 2022- 23, the Company conducted a Stakeholder Engagement and Materiality Assessment exercise to assess and prioritize sustainability in the context of overall business priorities, management and performance. As part of this exercise, the key stakeholders were consulted, and significant material issues were ranked from low to high importance pertaining to internal and external stakeholders.

Identification of material issues aided in formulating an internal Environmental, Social and Governance Management Framework and thereafter ESG goals were formulated and adopted. The ESG goals adopted by the Company during the Financial Year 2022- 23 are listed in Section B of this Report.



### Community Consultation

As part of community development activity to address social issues, the Company undertook a need-based assessment survey along with series of informal and formal discussions with community members to determine their needs, aspirations and requirements. Basis the assessment, action and implementation plans were formulated to meet the need and challenges of the community. Some of the issues/ challenges identified through stakeholder consultation and needs-based assessment were:

- Poor quality educational environment in Aanganwadi centers and lack of quality teachers in institutions (Primary and Secondary Schools).
- Shortage in teaching and learning resources, low foundational level learning and lack of basic infrastructure in institutions leading to poor educational quality.
- Unavailability of preventive healthcare services in nearby areas.
- Unhygienic practices and unavailability of safe drinking water in schools, unavailability of separate and hygienic toilet spaces.
- Lack of adequate infrastructure and community spaces in villages.

To address the aforesaid issues/challenges, the Company has undertaken several interventions over the years, such as:

- Transforming Aanganwadi centers into model pre-school centers through lively rooms.
- Providing functional toilets and children friendly furniture, such as round tables and low height chairs, construction of separate toilet blocks for children and repair and maintenance activities of school buildings.
- Developing infrastructure in adopted schools & institutions and villages.

In addition, during periodical stakeholder meetings the community members suggested improvement areas in healthcare, sanitation, hygiene, and waste management. The Company assessed and prioritized such areas of intervention and action plans were developed under the Corporate Social Responsibility program of the Company as per details below:

- New projects were conceptualized to cater the needs of the communities.
- 3 public health centers (PHCs) were adopted to provide preventive healthcare to the community,
- Waste management initiative was implemented for proper waste management system and bringing in behavioral change among the community.

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

The Company regularly communicates with local community members to ensure inclusive and holistic engagement with the communities including those hailing from vulnerable and marginalized groups.

The Corporate Social Responsibility (“CSR”) projects and programs of the Company cover areas like Education including Technical and Vocational Education, Rural Development, Health care and Sanitation, Employability and Empowerment, Environmental Sustainability, Animal Welfare and Soil Health, Disaster Management and Promotion of Sports. The CSR activities of the Company address the immediate needs and concerns of community including women and adolescent girls and other minority groups. The Company undertakes vocational training and formation of self-help groups to impart several life-skills and financial literacy training and empower them with livelihood opportunities. As part of the vocational courses, women groups are trained on advance tailoring, embroidery, tie and dye, block printing, food processing, solar panel assembling and maintenance, motor driving and repairing etc. Few of these women are also engaged in local manufacturing unit for production of apparels, school bags and sanitary napkins. Through skill training, the Company empowers the women to become financially independent and become change-makers for their family and society. Some of them have also become micro-entrepreneurs. Over the years, the Company has been successful in driving rural transformation across the Gadepan plant’s surrounding area, thereby creating a solid foundation for empowered communities.

### PRINCIPLE 5 Businesses should respect and promote human rights

#### Essential Indicators

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

Category	FY 2022- 23 Current Financial Year			FY 2021- 22 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	622	622	100%	0	0	0%
Other than permanent	0	0	0%	0	0	0%
<b>Total Employees</b>	622	622	100%	0	0	0%
<b>Workers</b>						
Permanent	428	428	100%	0	0	0%
Other than permanent	1956	0	0%	0	0	0%
<b>Total Workers</b>	2384	428	17.95%	0	0	0%

2. Details of minimum wages paid to employees and workers, in the following format:										
Category	FY 2022- 23 Current Financial Year					FY 2021- 22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	605	0	0%	605	100%	595	0	0%	595	100%
Female	17	0	0%	17	100%	16	0	0%	16	100%
<b>Other than Permanent</b>										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Workers</b>										
<b>Permanent</b>										
Male	423	0	0%	423	100%	419	0	0%	419	100%
Female	5	0	0%	5	100%	5	0	0%	5	100%
<b>Other than Permanent</b>										
Male	1941	1941	100%	0	0%	2751	2751	100%	0	0%
Female	15	15	100%	0	0%	2732	2732	100%	0	0%

3. Details of remuneration/ salary/ wages, in the following format:				
	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
<b>Board of Directors (BoD)</b>	7	14,00,000	1	14,10,000
<b>Key Managerial Personnel</b>	3	3,51,75,017	0	Not Applicable
<b>Employees other than BoD and KMP</b>	602	17,79,491	17	13,86,765
<b>Workers</b>	423	8,87,021	5	10,59,048

**Notes:**

- (i) The remuneration of Managing Director has been considered in median remuneration calculation of Board of Directors and Key Managerial Personnel both.
- (ii) The Directors/ Key Managerial Personnel/ Employees served for whole of the Financial Year have been considered in median remuneration calculation.

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

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.
<p><b>For employees and workers</b></p> <p>The Whistle Blower Policy and Human Resource and Employee Relations Policy of the Company, <i>inter-alia</i>, provides a mechanism to the Directors and Employees to report their concerns and grievances including those related to discrimination, unethical behavior, violation of the Code of Conduct and Ethics of the Company.</p> <p><b>For contractual workers</b></p> <p>The Company has a formal Grievance Redressal Mechanism to resolve grievances by contractual workforce. The aggrieved contractual workforce can report to concerned supervisor. If grievance is not resolved at the supervisor end, the same is escalated and recorded in grievance register at industrial relations (IR) office located at Gadepan. IR initiates the investigation to resolve the issue through counselling / course correction / meetings with the aggrieved worker. If required, the grievance may be addressed / escalated to the State's Labour Department.</p> <p>The Company is committed to prevent human rights abuses like child labour and forced / compulsory labour in all the operations. An elaborate process of background verification, medical fitness, address and age verification is followed by the Company along with compliance of other statutory requirements by the industrial relations department for contract workers.</p>

6. Number of Complaints on the following made by employees and workers:						
	FY 2022- 23 Current Financial Year			FY 2021- 22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
<p>The mechanism is as per Code of Conduct and Ethics, Whistle Blower Policy and the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 ("POSH Act") and rules made thereunder and other applicable laws.</p> <p>The Company has a Code of Conduct and Ethics as well as a Whistleblower Policy in place to ensure protection and anonymity of complainant in any discrimination and harassment case. The Company has also constituted Internal Complaints Committee under the provisions of POSH Act. The grievance, if any, arising out of Whistle-Blower Policy and Code of Conduct is redressed by the respective committees which oversee them.</p>

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)
<p>Yes. The Company has formulated "Supplier's Code of Conduct" for its vendors and service providers. Through this code, the Company encourages its suppliers and service providers to share its commitment towards the standards of integrity and sustainability and expects them to ensure non-deployment of child labour, forced labour or any form of involuntary labour and promote and maintain a workplace free from discrimination and treat their employees with fairness, dignity and respect. The majority of our suppliers are large companies which also have their own policies in this regard.</p>

9. Assessments for the year:	
	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	0
Forced/ involuntary labour	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others – please specify	0

10. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 9 above.
None

#### Leadership Indicators

1. Details of a business process being modified/ introduced as a result of addressing human rights grievances/complaints.
None

2. Details of the scope and coverage of any Human rights due diligence conducted.
Not Applicable

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?
<p>Yes. All the office premises of the Company and township facilities except the Plant area are accessible to differently abled visitors. Wheelchair ramps and appropriate signages are provided for the convenience of differently abled visitors.</p>

4. Details on assessment of value chain partners:	
	<b>% of value chain partners (by value of business done with such partners) that were assessed:</b>
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/ Involuntary Labour	Nil
Wages	Nil
Others – please specify	Nil

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

**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:		
<p>The Company is committed to reduce energy consumption. In line with the same, the Company has adopted following strategies:</p> <ul style="list-style-type: none"> <li>• Various initiatives being implemented to reduce consumption of energy including future use of Synthesis Gas Turbine</li> <li>• Processed licensors hired to develop energy efficiency measures</li> <li>• Increase in solar power capacity and consideration towards Green Ammonia</li> </ul> <p>The Company's commitment to sustainable development helps to carry technological and operational advancements in its operations to reduce energy consumption, utilize waste heat, strive for renewable energy options and use energy efficient products, wherever possible.</p> <p>The three hi-tech Urea plants of the Company are highly energy efficient Out of 200 MW of power consumed by the Company at the Gadepan plant, only 18 MW is electric power. The rest is steam which is generated within the manufacturing process itself by recycling waste heat.</p>		
Parameter	FY 2022- 23 (Current Financial Year) (Giga Joule)	FY 2021- 22 (Previous Financial Year) (Giga Joule)
Total electricity consumption (A)	25,09,959	24,76,292
Total fuel consumption (B)	2,27,40,762	2,24,53,700
Energy consumption through other sources (C)	0	0
<b>Total energy consumption (A+B+C)</b>	<b>2,52,50,721</b>	<b>2,49,29,992</b>
Energy intensity per rupee of turnover (GJ/INR. in Lakhs) (Total energy consumption/turnover in rupees)	9.092	15.515
Energy intensity Gcal/MT of Urea (optional) – the relevant metric may be selected by the entity	5.154	5.210

Notes:

- Total electricity consumption includes self-generation (Gas turbine) and grid power.
- Total fuel consumption includes Ammonia plant fuel & Boiler fuel (Auxiliary and heat recovery steam generator).

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

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.
The Company has three urea plants which fall under Performance, Achieve and Trade (PAT) Scheme of Government of India. The registration of Gadepan- III plant with Bureau of Energy Efficiency is pending at their end.

Presently, Bureau of Energy Efficiency has not given target under PAT. Previous target and actual achieved for Financial Year 2018-19 are mentioned below:

PLANT	Target reduction in Energy (2018-19) (Gcal/MT urea)	Achieved energy (2018-19) (Gcal/MT urea)	Achieved Energy saving certificate (ESCerts)
Gadepan-I Plant	5.501	5.407	9174
Gadepan-II Plant	5.443	5.410	2892

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

Since the Urea plants of the Company are located in a water stressed state, the Company has, from the beginning, been mindful of the need to conserve water, explore ways to recharge natural aquifers in the region, harvest rainwater and treat and recycle wastewater. Consequently, water conservation is a key adjunct of our plant operations, business strategies and community outreach programmes. In particular, the Company is paying special attention to improve water efficiency in our manufacturing operations. The Company has constructed two check-dams (Anicuts) on nearby Kalisindh and Parwan river for rainwater harvesting and process water consumption. The Company is also committed to not extracting and utilizing ground water for operations. Treated wastewater is being used in maintaining the green belt through 65-kilometer-long irrigation network spread all over the Gadepan complex, which, in turn, helps in saving fresh water.

Parameter	FY 2022- 23 (Current Financial Year) (M <sup>3</sup> )	FY 2021- 22 (Previous Financial Year) (M <sup>3</sup> )
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	1,37,70,508	1,39,19,919
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater/ desalinated water	0	0
(v) Others (recovery from the Reverse Osmosis Plants)	11,23,091	10,83,903
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>1,48,93,599</b>	<b>1,50,03,822</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>1,41,65,056</b>	<b>1,43,67,748</b>
<b>Water intensity per rupee of turnover (KI/INR. in Lakh) (Water consumed / turnover)</b>	<b>5.100</b>	<b>8.941</b>
<b>Water intensity M3/ MT of Urea (optional) – the relevant metric may be selected by the entity</b>	<b>4.23</b>	<b>4.34</b>

Note: The consumption pattern of township water has not been considered. Also, the water that remains collected in reservoirs, due to need of maintaining an appropriate level, has not been considered in total quantity consumed. Amount of water that is not consumed by the Company during plant operations is collected and stored in the three (3) water storage reservoirs in Gadepan Plant premises.

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

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

Yes.

The Gadepan – III plant of the Company is a zero liquid discharge plant. Effluent generated in Gadepan – III plant along with part of Gadepan I and II plants effluent are treated in reverse osmosis-zero liquid discharge plant and multi-effect evaporator plant. The treated water is being used as make up water for cooling towers.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
Parameter	Please specify unit	FY 2022- 23 (Current Financial Year)	FY 2021- 22 (Previous Financial Year)
NOx	(µg/m3)	7.3	5.9
SOx	(µg/m3)	3.4	3.6
Particulate Matter (PM 10)	(µg/m3)	42.1	43.8
Particulate Matter (PM 2.5)	(µg/m3)	27.5	26.0
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify i) Ozone (O3) (µg/m3) ii) NH3 (µg/m3) iii) Carbon monoxide (Mg/m3) iv) Nickel (Mg/m3) v) Lead (µg/m3) vi) Arsenic (ng/m3) vii) Benzene (µg/m3) viii) Benzo (a) pyrene (µg/m3)	(µg/m3)	NH3 (µg/m3)=37.1 Carbon monoxide (µg/ m3)<1	NH3 (µg/m3)=40.6 Carbon monoxide (µg/ m3)<1

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

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity, in the following format:			
Parameter	Unit	FY 2022- 23 (Current Financial Year)	FY 2021- 22 (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	14,84,003	14,74,473
<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	7,750.661	7,492.096
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	TCo2 eq/INR. in Lakh	<b>0.537</b>	<b>0.922</b>
<b>Total Scope 1 and Scope 2 emission intensity</b> (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? (Y/N) If yes, name of the external agency: No

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.
<p>Saving energy and using cleaner energy sources are one of the most cost-effective ways to reduce greenhouse gases and help combat climate change. During the Financial Year 2022-23, the following steps were taken for conservation of energy:</p> <ol style="list-style-type: none"> <li>1. Replacement of Cooling Water pumps in Gadepan-I plant</li> <li>2. The following energy saving schemes were implemented in Urea-I plant: <ol style="list-style-type: none"> <li>a) Replacement of nine Urea reactor trays with super cup trays in each Urea unit.</li> <li>b) Installation of vapor absorption machine and CO<sub>2</sub> Cooler for CO<sub>2</sub> suction chilling.</li> <li>c) Installation of new Medium Pressure Steam Saturator in both Urea units.</li> <li>d) Installation of new carbamate condenser.</li> <li>e) Installation of new carbamate pre-heater.</li> <li>f) Replacement of the existing carbamate mixer with a new mixer in both Urea units</li> </ol> </li> <li>3. Replacement of Induced Draft / Forced Draft fan turbines with motors in Ammonia-I plant.</li> <li>4. Replacement of Purge Gas Hydrogen Recovery Unit membranes in Ammonia-I plant</li> </ol>

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

Parameter	FY 2022- 23 (Current Financial Year)	FY 2021- 22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	14326	11806
E-waste (B)	6.337	4.79
Bio-medical waste (C)	2.051	2.044
Construction and demolition waste (D)	230	170
Battery waste (E)	3.745	0.924
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any (G)		
Spent Catalyst	184.82	159.8
Discarded Containers	6.8	1.59
Used Oil	52.866	51.678
Contaminated Cotton Rags	3.92	0.66
Chemical sludge from wastewater treatment	2489.44	2341.32
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)		
Sludge from Sewage Treatment Plant	1.5	1.9
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>17307.479</b>	<b>14540.706</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	8979.218	4129.377
(ii) Re-used	231.5	171.9
(iii) Other recovery operations	1707.34	1093.16
<b>Total</b>	<b>10918.058</b>	<b>5394.437</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	5.971	2.704
(ii) Landfilling	788.9	1251.16
(iii) Other disposal operations	0	0
<b>Total</b>	<b>794.871</b>	<b>1253.864</b>

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

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 is managing and operating well-designed programmes/ treatment facilities to control pollution. The Company continues to follow the 3R concept – Reduce, Re-use and Recycle the effluents being generated. An overwhelming percentage of water used in the process is recycled water. Treated wastewater is used in maintaining green belt.

The Company has adopted best methods to manage solid/ hazardous waste disposal after proper categorization. Separate bins are provided for collection of various categories of waste. Horticulture waste is converted into manure. Use of polythene bags is banned at the plant site. The Company also ensures following:

- Sending the waste generated by the Company to cement industry for co-processing instead of sending it to approve landfill site.
- Audit through an external consultant and implementation of corrective actions pertaining to our waste management practices.
- Awareness amongst contract workers and workers carrying out non-critical activities regarding waste management practices.

As best practices in industries, all hazardous waste is recycled through approved vendor and chemical sludge of wastewater treatment is used in co-processing in cement plant. Zero Liquid Discharge (ZLD) salt is sent to approved land fill site. Furthermore, spent catalyst are being stored in Metal Sheet drums with sealed lid and same is being sold to authorized parties for recycling. Biodegradable waste is being feed to Bio-gas plant available in township premises. The biogas is used for cooking in the Company's' Guest House and the liquid manure is used for horticulture operations. The filtered liquid is recycled back into the digester. Minor E-waste and Battery waste generated from the Plant are being disposed as per E-Waste (Management) Rules, 2016 and Battery Waste Management Rules, 2020, respectively. Waste from Dispensary are disposed as per Bio-medical Waste Management Rules, 2016.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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 the project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Technical Ammonium Nitrate Project*	EC22A016RJ155378 File No. - J-11011/664/2008-IA	December 24, 2022	Yes	No	Not Applicable

\* The Company intends to expand and diversify its business by installing a New Technical Ammonium Nitrate (TAN) Plant, which will be a zero liquid discharge (ZLD) plant and will be capable to operate on renewable energy.

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

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

#### 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:

Parameter	FY 2022-23 (Current Financial Year) (Giga Joule)	FY 2021-22 (Previous Financial Year) (Giga Joule)
<b>From renewable sources</b>		
Total electricity consumption (A)	5,116	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>5,116</b>	<b>0</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	25,09,959	24,76,292
Total fuel consumption (E)	2,27,40,762	2,24,53,700
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>2,52,50,721</b>	<b>2,49,29,992</b>

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



2. Provide the following details related to water discharged:		
<p>All effluent is collected in Effluent Treatment Plant (ETP) and after neutralizing, mixing and stabilization, collected in Holding Pond.</p> <p>The surface water discharge is made only during rainy season as mentioned in Environment Clearance condition for Gadepan I &amp; Gadepan II plants. Also, this discharge is made when there is sufficient volume of water flow in the river for dilution and there is necessity to discharge. Written information regarding effluent discharge is submitted to relevant regulatory authorities.</p> <p>Total effluent generated in Gadepan-III plant along with part of Gadepan I &amp; Gadepan II plants effluent is treated in Reverse Osmosis Plant (RO Plant) and treated water is being used as Cooling Tower make up water. Trade Effluents from various boilers are recycled as cooling water make up. Remaining treated effluent utilized in Plantation/Other horticulture activities within premises.</p>		
Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface Water		
- No treatment	0	0
- With treatment - please specify level of treatment	2,05,282	4,46,361
(ii) To Groundwater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
<b>Total water discharged (in kiloliters)</b>	<b>2,05,282</b>	<b>4,46,361</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been conducted by an external agency? (Y/N) If yes, name of the external agency: No

3. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):
Not Applicable

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:			
Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 3 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	Not monitored currently.	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (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? (Y/N) If yes, name of the external agency: No

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.
<p>Not applicable as the Company operations do not have significant direct &amp; indirect impact on biodiversity. However, the Company has set-up a fund in collaboration with the Forest Department, Government of Rajasthan to conserve wildlife and preserve the habitat of endangered species like the Great Indian Bustard, Black Buck and Chinkara at Sorsan Preserve in Baran district close to its Gadepan Plant in Rajasthan as part of its CSR programme.</p> <p>The Company has developed dense green belt under 'Operation Green Programme' in Gadepan campus which provides healthy environment to people residing in and around the campus.</p>

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
1	Replacement of Cooling Water pumps in Gadepan-I plant	These initiatives are not advertised or made available on public domain.	Saving of energy by 0.006 Gcal/MT urea
2.	Energy saving schemes were implemented in Urea-I plant as detailed in response to Question 7 of Essential Indicators above		Saving of energy by 0.075 Gcal/MT urea
3.	Replacement of Induced Draft / Forced Draft fan turbines with motors in Ammonia-I plant.		Saving of energy by 0.016 Gcal/MT urea
4.	Replacement of Purge Gas Hydrogen Recovery Unit membranes in Ammonia-I plant.		

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

The Company has conducted a robust and detailed risk assessment of its business to identify key risks and have prepared an associated risk mitigation plan to ensure business continuity. The Business Continuity Plan aims to provide a framework to support the business to continue and/or quickly restore the critical business functions, in the event of a disruption of normal operations of the Company. As part of Business Continuity Plan, the Company has identified the events the occurrence of which may impact particular functions or facilities resulting into disruption of normal operations of business . The Business Continuity Plan forms part of the Risk Management Policy of the Company.

Risk Mitigation measures for the identified business interruption factors have been prepared and implemented by the Company to ensure business continuity.

The Company also has a disaster management plan with detailed disaster control measures and keeping it up to date is the obligation of the occupier of the factory. The scope of the plan covers all existing activities/facilities and is aimed at:

- Quick relief and rescue operation without delay
- Reduce the effects of the incident
- Minimize casualties and prevent further injuries
- Speed up restoration of normalcy
- Ensure that each member of the emergency operation including response team and employees are aware of their precise role in an emergency.

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

The Company has not conducted any assessment of Company's' value chain partners to determine impacts to the environment. During the Financial Year, the Company has prepared an ESG Management Framework and prepared ESG goals to be implemented starting Financial Year 2023-24.

As part of the aforesaid framework and goals, the Company intends to conduct a Life Cycle Analysis of Urea, which will involve assessment of environmental impacts in the value chain. Mitigation and adaption measures identified during the assessment will be communicated to the value chain partners for implementation.

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

None.

**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. - <b>Three</b>
	b.	List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is member of/ affiliated to.
S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	International Fertilizer Association	International
2	The Fertilizer Association of India	National
3	Federation of Indian Chambers of Commerce and Industry	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
None		

Leadership Indicators					
1.	Details of public policy positions advocated by the entity:				
S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
None					

**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 detail 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	
None						

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
None						

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

The Company has a systematic process in place to receive and redress issues/grievances received from the community. Project implementation team consisting of members from various NGO partners and CSR department of the Company receives the grievances either through in-person meetings, stakeholders' meetings or through formal letters. The team then works towards its redressal. Further, the Company proactively engages with the community as a part of the development initiative. Throughout the year, several informal and formal sessions are conducted which helps the Company to interact with community apart from program specific meetings to facilitate working collaboratively. There is a targeted approach for engaging and resolving cases of various sections i.e., youth, women, opinion leaders and community members at large.

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

	FY 2022- 23 Current Financial Year	FY 2021- 22 Previous Financial Year
Directly sourced from MSMEs/ small producers	1.53%	1.31%
Sourced directly from within the district and neighboring districts	0.31%	0.38%

**Leadership Indicators**

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount Spent (in INR.)
1.	Rajasthan	Baran	26,319,570

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

No, the Company does not have preferential procurement policy, however over the years, the Company has promoted local contractors and service providers and provided them work opportunities. The Company also encourages partners and suppliers to use services of local vendors wherever possible. Additionally, the Company is facilitating local community members for localized production of various items and developing capacities on various skill sets. These products and services are being consumed / utilized, wherever possible.

(b) From which marginalized/ vulnerable groups do you procure?

The Company engages itself in capacity development of local community and provide them opportunities of supply and services wherever possible.

(c) What percentage of total procurement (by value) does it constitute?

Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit Shared (Yes/ No)	Basis of calculating benefit share
Not Applicable				

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

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

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Project Akshar - Pre-primary & School Education	Over 11,000	100%*
2.	Project Saksham - Technical and Vocational Education	Over 1,500	
3.	Project Pragati - Employability and Empowerment	Over 450	
4.	Promotion of Sports	Over 4,000	
5.	Project Arogya - Health care and Sanitation Initiatives	Over 1,00,000	
6.	Project Saakar - Rural Development Initiatives	Over 1,00,000	
7.	Project Bhoomi - Environmental Sustainability, Animal Welfare and Soil Health Initiatives	Over 1,00,000	
8.	Disaster Management	Over 2,00,000	

\*We consider our local community as vulnerable and marginalized groups.

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

<b>Essential Indicators</b>	
1.	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
	The Company engages with its customers for their feedback through retailer/ dealer meetings, telephone helpline and farmer meets. The Company is operating a helpline number under 'Hello Uttam' program which allows customers to reach out to and/or call our marketing and customer excellence representatives in case of any grievances, the details of which are available on each packaging of the product of the Company. The Company has set up regional marketing offices in various states in which the Company operates and the dealers and value chain partners can contact the Regional Marketing Officer of the Company directly to raise any concern or register any grievance. The complaints/ grievances of all the customers are reviewed periodically by the senior management of the Company.

2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:	
	<b>As percentage to total turnover</b>
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following:						
	FY 2022- 23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	Nil	Nil		Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber-security	Nil	Nil		Nil	Nil	
Delivery of essential services	Nil	Nil		Nil	Nil	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	Nil	Nil		Nil	Nil	

4. Details of instances of product recalls on account of safety issues:		
	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

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 Privacy Policy is available on the website of the Company at the web-link- <a href="http://www.chambalfertilisers.com/policiescodes">http://www.chambalfertilisers.com/policiescodes</a>

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

<b>Leadership Indicators</b>	
1.	Channels/ platforms where information on products and services of the entity can be accessed (provide web link, if possible)
	The various channels and platforms where information on products of the Company can be accessed are as follows: <ul style="list-style-type: none"> <li>- Website of the Company i.e., <a href="http://www.chambalfertilisers.com">www.chambalfertilisers.com</a> and <a href="http://uttamkrishi.com">uttamkrishi.com</a></li> <li>- Social media pages which have information of latest happenings, new product launches and product applications.</li> </ul>

2.	Steps taken to inform and educate consumers about safe and responsible usage of products and/ or services.
	<p>The 'Seed to Harvest' program of the Company is a well-structured farmer advisory program that focuses on sharing awareness on promoting new age crops, innovative farming technology, responsible usage of products, boosting farmers' income and promoting sustainable farming practices. Apart from this program, the farm advisory services of the Company include farmers training programs and crop demonstrations and soil and water testing services that are also focused on promoting sustainable and responsible farming practices.</p> <p>The social media platforms of the Company are also used extensively to educate farmers on the safe usage of the products. Additionally, a leaflet promoting the safe and responsible usage of product is always made part of the product packaging.</p>
3.	Mechanism in place to inform consumers of any risk of disruption/ discontinuation of essential services.
	No such mechanism is in place as Urea is controlled as per The Fertiliser (Inorganic, Organic or Mixed) (Control) Order 1985
4.	a. Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable). If yes, provide details in brief.
	No.
	b. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No).
	No, we did not conduct customer satisfaction surveys during the Financial Year 2022-23.
5.	Provide the following information relating to data breaches:
	a. Number of instances of data breaches along-with impact: None
	b. Percentage of data breaches involving personally identifiable information of customers: Zero (0%)

**For and on behalf of the Board of Directors of  
Chambal Fertilisers and Chemicals Limited**

**Rita Menon**  
Director  
DIN: 00064714

**Gaurav Mathur**  
Managing Director  
DIN: 07610237

Place: New Delhi  
Date: May 26, 2023