



Excel Industries Ltd.



IS/ISO9001:2015
IS/ISO14001:2015
IS18001:2007
Certified by BIS.

22nd August, 2023

BSE Ltd.
Listing Department,
Pheeroze Jeejeebhoy Towers,
Dalal Street,
Fort,
Mumbai-400 001

National Stock Exchange of India Ltd.
Listing Department,
Exchange Plaza,
Bandra-Kurla Complex, Bandra (E),
Mumbai-400 051

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

Ref: BSE Scrip Code: 500650; NSE Scrip Code: EXCELINDUS

Dear Sir/Madam,

Pursuant to Regulations 34(2)(4) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are pleased to submit herewith Business Responsibility and Sustainability Report (BRSR) for the financial year 2022-23. The BRSR also forms part of the Annual Report for the Financial year 2022-23, submitted to the exchanges vide letter dated 22nd August, 2023,

The BRSR is also available on the Website of the Company at www.excelind.co.in

Kindly take the information on record.

Thanking you,
Yours faithfully,

For Excel Industries Limited

S K Singhvi
Company Secretary
Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

[As per Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Company	:	L24200MH1960PLC011807
2	Name of the Company	:	EXCEL INDUSTRIES LIMITED
3	Year of Incorporation	:	1960
4	Registered Address	:	184-87, S.V. Road, Jogeshwari West, Mumbai-400102
5	Corporate Address	:	184-87, S.V. Road, Jogeshwari West, Mumbai-400102
6	E-mail – Id	:	surendra.singhvi@excelind.com
7	Telephone	:	022-66464200
8	Website	:	www.excelind.co.in
9	Financial Year reported	:	April 1, 2022 to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	:	BSE Limited & National Stock Exchange of India Limited
11	Paid-up Capital	:	₹ 6,28,53,460/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	:	Name: Surendra Singhvi Mob No. 9930949248
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)	:	Consolidated basis

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products.	97

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

Sr. No.	Product/Service	NIC Code (Group)	% of total turnover contributed
1	Agrochemicals Intermediaries	20219	60

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	03	03	06
International	Nil	Nil	Nil

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	25
International (No. of Countries)	30

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

– 21%

c. A brief on types of customers

Excel Industries Limited caters to the requirements of customers of Crop Protection chemicals, Pharmaceuticals (Human and Veterinary), Specialty chemicals, Polymers, Water treatment chemicals, Biocides etc.

Municipal Solid Waste (MSW) management is also a business vertical of the company.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	500	468	93.60	32	6.40
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	500	468	93.60	32	6.40
WORKERS						
4.	Permanent (F)	520	519	99.81	1	0.19
5.	Other than Permanent (G)	505	503	99.60	2	0.40
6.	Total workers (F + G)	1025	1022	99.71	3	0.29

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	13	1	7.69
Key Management Personnel	3	0	0

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.03%	12.50%	13.00%	7.26%	10.71%	7.45%	6.45%	10.00%	6.67%
Permanent Workers	7.71%	100.0%	7.88%	3.73%	0.0%	3.72%	2.70%	0.0%	2.69%

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

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

Sr. No.	Name of the holding/subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Excel Bio Resources Limited	Subsidiary	100	No
2.	Kamaljyot Investments Limited	Subsidiary	100	No
3.	Mobitrash Recycle Ventures Private Limited	Associate	39.98	Yes
4.	Climacrew Private Limited	Associate	45.37	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
- (ii) Turnover (in ₹) - ₹ 10,89,81,89,686/-
- (iii) Net worth (in ₹) - ₹ 9,91,71,84,460/-

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) <i>(If Yes, then provide web-link for grievance redress policy)</i>	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, https://www.excelind.co.in/contact.html	0	0	–	0	0	–
Investors (other than shareholders)	Yes, https://www.excelind.co.in/contact.html	0	0	–	0	0	–
Shareholders	investors@excelind.com and https://scores.gov.in/scores/Welcome.html	8	0	All the complaints were resolved	6	0	All the complaints were resolved
Employees and workers	Yes, https://www.excelind.co.in/companyPolicies.html	0	0	–	0	0	–
Customers	Yes, https://www.excelind.co.in/contact.html	13	0	All Resolved	14	0	All Resolved
Value Chain Partners	Yes, https://www.excelind.co.in/contact.html	0	0	–	0	0	–
Other (please specify)	Yes, https://www.excelind.co.in/contact.html	0	0	–	0	0	–

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Health and Safety	Risk	Accidents and injury can affect employees' morale, productivity and asset integrity.	<p>Achieve Zero accident / incident adhering to the standards of ISO 45001:2018 OHSMS, Responsible Care Code guidelines, training and awareness, enhancing visual display, housekeeping, Good Engineering Practices, External Audits, Pollution Prevention at all stage of manufacturing and disposal etc.</p> <p>Regular review of Safety and Risk mitigation plans by the Risk Management Committee and the board.</p> <p>On-site and Off-site emergency plans are reviewed and updated periodically.</p> <p>We are a member of Nicer Globe for tracking transportation of Hazardous Chemicals.</p> <p>Safety improvement initiatives through evaluation of Structural Safety, Process Safety & Risk Management, Near miss tracking, Unsafe act and Unsafe Condition monitoring, Management of Hazardous chemicals, Workplace improvement, Preventive Maintenance, Mean Time Between Failures (MTBF) etc.</p> <p>Hazards identification through Job Safety Analysis (JSA), Hazard and Operability Study (HAZOP), Hazard Identification and Risk Analysis (HIRA), Why-Why analysis, Failure Mode Effect Analysis (FMEA), etc.</p> <p>Automation of production processes to minimize human intervention, error and exposures.</p>	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Sustainability	Risk	Failure to mitigate risks in relation to climate change, reduce carbon emissions, manage product life cycle and preserve nature, and its bio diversity.	<p>Develop Sustainable Development Goals (SDG's) applicable for the company for year 2030 or 2035.</p> <p>Regularly monitor sustainability risks against annual KPI's of sustainability across all sites.</p> <p>Regular review of Sustainability Roadmap and Environmental Compliance Status.</p> <p>Implementation of the solutions identified to reduce carbon emissions and carbon capture across the manufacturing facilities.</p> <p>Focus on principles of Green Chemistry and implement it for existing and for new product developments to reduce Carbon and Water footprint.</p> <p>Proactive investment to balance environmental targets and long term, sustainable business growth.</p>	Negative
a.	Climate Change	Risk	Planning for reduction of carbon emissions and enhancing the green cover at sites and neighboring communities.	<p>Aim to maximize use of electricity generated from renewable resources.</p> <p>Planning to reduce Carbon emissions through sourcing energy from renewable resources.</p> <p>Improving waste heat recovery from various processes.</p> <p>Embracing principles of green chemistry and changing towards alternate greener fuels.</p> <p>Planting more trees and increasing the green cover at sites and in the neighboring communities adopted under CSR.</p>	Negative
b.	Resource Conservation	Opportunity		<p>Explore the use of alternate and renewable energy sources to reduce consumption of fossil fuels.</p> <p>Reuse and recycle Sulphur, Solvents and other Raw materials to conserve natural resources.</p> <p>Maximize reduction, reuse and recycle for resource conservation.</p>	Positive
3.	Energy efficiency	Risk	High volatility in prices of energy like Oil, Coal, Electricity impacting variable costs.	<p>Saving of energy through improvements process efficiency and condensate recovery. Redesign, conversion or retrofitting of existing equipments.</p> <p>Increasing the mix of renewable energy in consumption.</p>	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Cyber Security	Risk	Impairment of business operations, Loss of valuable data resulting from Cyber-attacks.	<p>IT Security Vulnerability Assessment has been conducted to enhance the overall security against Cyber-attacks.</p> <p>Third party engagement has been done to ensure 24x7 monitoring and early detection of threats.</p> <p>The Extended data SOFOS system at all workstations has been implemented at all sites.</p> <p>Automated production controls are isolated without any remote access to servers.</p> <p>Two factor authentication and automated firewall management and monitoring has been implemented.</p> <p>Cyber security awareness sessions for employees. Periodic review of cyber security risks by the Risk Management Committee.</p> <p>IT strategies and roadmap has been reviewed and updated on a regular basis as per changing business needs and trends.</p>	Negative
5.	CSR	Opportunity	Developmental projects to create a positive impact and improve community relations.	<p>Impacting neighboring communities through positive initiatives like:</p> <p>Running health, well-being and education camps.</p> <p>Nutrition programs for women and adolescent girls.</p> <p>Focusing on resource conservation in nearby areas, through watershed management.</p> <p>Enabling farmers to enhance income, through better agricultural practices.</p> <p>Creating employment or entrepreneurship opportunities through skill development.</p>	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.

The National Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs has updated and adopted nine areas of Business Responsibility. These are briefly as under:

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes.								
b. Has the policy been approved by the Board? (Yes/No)	Yes.								
c. Web Link of the Policies, if available	https://www.excelind.co.in/corporate-governance.html								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes.								
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.*	Y	Y	Y	Y	Y	Y	Y	Y	Y
Note: * Responsible Care, EcoVadis Survey, ISO 14001:2015; ISO 45001:2018; ISO 9001:2015.									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principles is audited and reviewed periodically by different teams and committees led by the Senior Management and external auditors.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) The company is committed to integrate its Environmental, Social and Governance (ESG) principles into its businesses, which is central to improving the quality of life of its employees, stakeholders the communities it serves. It adheres to the principles of product stewardship by enhancing Health, Safety and Environmental impacts of products and services across their life cycles. The environmental impacts refers to the changes in Climate, Resources (Energy from Solar and Wind), Waste Water Management, Nature and Biodiversity. The company has committed to reduce its carbon emission (Scope 1 & 2) as per in-house methods and initiatives. The company has established policies for Safety Health and Environment (EHS), Resource Conservation and Responsible Care. The company is committed to conducting beneficial and fair business practices to the labor, human capital and to the community. It provides employees, stakeholders and business associates with working conditions that are clean, safe, healthy and fair. It strives to be the neighbor of choice in the communities in which it operates and contributes to their equitable and inclusive development. To deliver these commitments, the company has a separate CSR cell and team at all locations. Apart from this the company has its separate policy for 'Code of Conduct', 'Whistle Blower Policy', 'POSH' etc.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Policy is approved by the Board of Directors and signed by Executive Chairman. Oversight of the policy is done by the Executive Director, of the Company Mr. Hrishit Shroff. The functional heads and their teams are responsible for implementation.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Board from time to time reviews the implementation of Policies and provides valuable directions and guidance to the Management to ensure that Safety and Sustainability implications are duly addressed in all new initiatives, budgets, audit actions and improvement plans.								

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	Business Responsibility policies of the company are reviewed by Senior Leadership Team including Managing Director and Executive Director. During the assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are done and implemented. Review frequency is Half Yearly.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Managing Director & Chief Executive Officer / Chief Financial Officer & Company Secretary to the Board of Directors. Review frequency is Quarterly.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.																		
P1	P2	P3	P4	P5	P6	P7	P8	P9										
Ans: No																		

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

– All the above principles are covered by the policies.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impacts	% of persons in respective categories covered by the awareness programs.
Board of Directors	5	The Company conducts familiarization programs for its Board of Directors at regular intervals which covers topics such as ESG parameters and targets, corporate governance practices, employee well-being, innovation and R&D and various other regulatory updates.	100
Key Management Personnel	3	1. Code of conduct and its implementation (CoC). 2. Prevention of Sexual Harassment (POSH). 3. Anti-Corruption / Anti-Bribery (ACAB) policy.	100
Employees other than BOD and KMP	2	1. Code of conduct and its implementation (CoC). 2. Prevention of Sexual Harassment (POSH).	99
Workers	1	1. Prevention of Sexual Harassment (POSH).	94

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
NA	

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.

– No.

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 2022-2023	FY 2021-22
Directors	Nil	Nil
KMP's	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	–	0	–
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	–	0	–

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 programs conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programs held	Topics / principles covered	Value chain partners covered (by value of business done with such partners)
04	Principle: 03	48.41%
02	Principle: 06	4.51%

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, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflict of interests involving the Directors / KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department which flags off the parties in their system for monitoring and tracking transaction(s) entered by the Company with such related parties.

For related party transactions. Full disclosure is made for all transactions with audit committee. This is on prior approval basis and the information is reviewed quarterly.

PRINCIPLE 2 : Businesses should provide goods and services in a manner that are sustainable and safe.

Essential Indicators

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts.
R&D	45.45 Lacs 5.94%	91.4 Lacs 12.52%	All R&D Investments are focused on sustainable technologies and on principles of green chemistry. Development of sustainable technologies, improvement of energy efficiencies, wastewater treatability etc.
Capex	193.75 Lacs 5.54%	214.39 Lacs 3.11%	Projects for Water Conservation, Conservation of Natural resources, Pollution Control, Safety for Employees & Community, encouraging use of green energy for human health and producing sustainable chemicals.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
– Yes
- b. If yes, what percentage of inputs were sourced sustainably?
– About 44% of our electricity used in manufacturing are sourced from Renewable resources.
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for
– As a part of Responsible Care Product Safety and Stewardship codes, we have Standard Operating Procedures (SOP's) for handling, storage and disposal of each product. These procedures have been communicated to our Customers and Channel Partners to enhance product safety at their premises and to the community at large. Similarly, procedures are available for disposal at the end of life cycle assessment.

Some of the examples of reusing and recycling Packaging materials are as under:

- (a) Plastics packaging: Both open top and closed top drums are recycled inside the plant and within sites. If any damaged materials are received at sites, they are disposed-off after cleaning.
- (b) MS Drums: All empty MS closed top drums of raw materials are cleaned, cut and straightened into sheets before disposal.
- (c) Use of recyclable totebins and dedicated tankers, to ensure drums can be permanently stopped for end of life disposal processes.
- (d) E-waste: E-wastes are handed over to certified vendors for safe segregation and disposal.
- (e) Hazardous waste: Solid and Liquid Hazardous wastes are sent to Government approved TSDF sites for disposal.
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.
– Extended Producer Responsibility (EPR) is presently not applicable to the company.

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?

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.
20219	Agrochemical Intermediates	60	Gate to Gate	No	No

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.
- No. The fleet of ISO tankers are washed and maintained at our site and the wastewater is treated at our ETP. This ensures there is no significant social or environmental concerns arising from disposal of our products in the Life Cycle Perspective.
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 reused input material to total material	
	FY 2022-23	FY 2021-22
Sulphur	14%	22%

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

	FY 2022-23			FY 2021-22		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	126 MT	0	0	142 MT
E-waste	0	0	0.17 MT	0	0	0
Hazardous waste	0	0	10947 MT	0	0	16743 MT
Other Waste-Boiler Ash.	0	0	1746 MT	0	0	2299 MT

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.
- Nothing is reclaimed by the Company.

PRINCIPLE 3 : Businesses should respect and promote the wellbeing of all employees, including those in the value chain.

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	468	468	100	468	100	0	0	0	0	0	0
Female	32	32	100	32	100	32	100	0	0	0	0
Total	500	500	100	500	100	32	6.40	0	0	0	0
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	Total (A)	% of Workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	519	519	100	519	100	0	0	0	0	0	0
Female	1	1	100	1	100	1	100	0	0	0	0
Total	520	520	100	520	100	1	0.19	0	0	0	0
Other than Permanent Workers											
Male	503	503	100	503	100	0	0	0	0	0	0
Female	2	2	100	2	100	0	0	0	0	0	0
Total	505	505	100	505	100	0	0	0	0	0	0

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

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

3. Accessibility of workplaces:

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

- No. We are in process of drafting the D&I policy, also assessing the current arrangements at all locations to improve the accessibility.

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

- No

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	2	100%	0	0
Total	2	100%	0	0

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

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

- Yes

Category	Mechanism in Brief
Permanent Workers	Receipt of any grievance through email, letter, or telephonically etc., is registered at the HR & Admin office. The complaints which are within the purview of the company is taken up for further investigation through an internal investigator. The investigator conducts investigation by gathering the data, validating, analyzing and provides his observations and recommendations. The investigation report is further reviewed by the VP-HR and Admin and the recommendations are acted upon. The documentation of the action taken is filed for records. The CEO, the Audit Committee and the Board review these, where necessary.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	500	80	16.00	510	72	14.12
Male	468	80	17.09	482	72	14.94
Female	32	0	0.0	28	0	0
Total Permanent Workers	520	234	45.00	537	236	43.95
Male	519	234	45.09	536	236	44.03
Female	1	0	0.0	1	0	0

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and Safety Measures		On Skill upgradation		Total (D)	On Health and Safety Measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/A)	No. (F)	% (F/A)
Employees										
Male	468	468	100	396	84.62	482	482	100	387	80.29
Female	32	32	100	14	43.75	28	28	100	9	32.14
Total	500	500	100	410	82	510	510	100	396	77.65
Workers										
Male	519	519	100	501	96.53	536	536	100	522	97.39
Female	1	1	100	1	100	1	1	100	1	100
Total	520	520	100	502	96.54	537	537	100	523	97.39

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	468	348	74.36	482	345	71.58
Female	32	26	81.25	28	27	96.43
Total	500	374	74.80	510	372	72.94
Workers						
Male	519	65	12.52	536	68	12.69
Female	1	0	0.00	1	1	100
Total	520	65	12.50	537	69	12.85

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).
 - Yes, The Environment, Health and Safety Management system covers activities across all manufacturing locations, offices and R&D laboratories, ensuring the protection of environment, health & safety of its employees, contractors, visitors and relevant stakeholders.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
 - (i) Frequent audits are carried out to identify work-related hazards and assess risks on a routine and non-routine basis.
 - (ii) Trainings imparted to employees
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
 - Yes.
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
 - Yes

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

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

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

- Safety drills, Audits
- Trainings on work-related hazards and hazardous material handling

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health and Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100
Working conditions	100

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

- NA

Leadership Indicators

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

- (A) Employees –

- Yes

- (B) Workers (Y/N).

- Yes

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

- Yearly internal and external audits are carried out for monitoring all the HR Compliances.

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	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	0	0
Workers	1	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)

- Yes, on case to case basis

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	18
Working conditions	

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.

- Nothing significant.

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.
 - Internal and external group of stakeholders have been identified. Presently, the given stakeholder groups which have the immediate impact on the operations and working of the Company are Shareholders, Customers, Communities, employees, Suppliers, Partners and Vendors.
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, advertisements, community meetings, Notice board, website, others).	Frequency of engagement. (Annually, Half Yearly, Quarterly/ others – Please Specify).	Purpose and scope of engagement including key topics and concerns raised during such engagements.
Shareholders	No	Email, Website & Newspapers	Quarterly	Share price appreciation, dividends, profitability and financial stability, robust ESG practices, climate change risks, cyber risks, growth prospects
Employees	No	Email, Website	Periodically, an ongoing activity.	Responsible Care (RC), innovation, operational efficiencies, improvement areas, long-term strategy plans, brand communication, health, safety and engagement initiatives
Customers	No	Email, Website	Periodically, an ongoing activity.	Product quality and availability, responsiveness to needs, after sales service, responsible guidelines / manufacturing, climate change disclosures, life cycle assessment
Suppliers / Partners	No	Email, Website	Periodically, an ongoing activity.	Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances, ethical behavior), ISO and OHSAS standards, collaboration and digitalization opportunities
Government	No	Email, Website	Periodically, an ongoing activity.	Strong ESG practices (climate change roadmap, frameworks for sustainability and beyond compliance and RC, changes in regulatory frameworks, skill and capacity building, employment, environmental measures), policy advocacy, timely contribution to exchequer/ local infrastructure, proactive engagement

Stakeholder Group	Whether identified as Vulnerable & Marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, pamphlets, advertisements, community meetings, Notice board, website, others).	Frequency of engagement. (Annually, Half Yearly, Quarterly/ others – Please Specify).	Purpose and scope of engagement including key topics and concerns raised during such engagements.
Communities	No	Email, Website, Social/Community Meet	Periodically, an ongoing activity.	RC, waste management, integrated water management, clean water, climate change impacts, community development, self-sustainability, livelihood support, disaster relief, support of the United Nations Sustainable Development Goals (UN SDGs) building capacity of future leaders, digital ecosystem development

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 Company management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, etc. The Company has focused on this aspect through its EHSRC (Environment, Health, Safety and Responsible Care) policy that updates the progress on the actions to the Board and takes inputs on a quarterly basis.
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.
 - Yes, through community interaction studies, the Company engages with its stakeholders in terms of identifying and prioritizing the issues pertaining to economic, environmental and social topics.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.
 - The Company follows an extensive development approach for the vulnerable and marginalized stakeholders. It has been the Company's constant endeavor to focus on inclusive and collaborative growth. While the Company continues to progress on this roadmap, in the Company's integrated development interventions all the social initiatives under these elements are conducted around the Company's areas of operations aiming to improve the quality of life, especially in their neighborhoods. As per the need assessment, the vulnerable and marginalized stakeholder's community in the Company's neighborhood regions aspires for better education, health care, agriculture/animal husbandry better livelihood skills and employment. The Company site's entry-level recruitments like Diploma Engineer Trainees, Graduate Engineer Trainees and Management Trainees focus on recruitment from nearby communities.

The CSR has a very wide focus of vulnerable/ marginalized stakeholder groups, and are determined for their growth and development through many of its programs on a continual basis year after year.

PRINCIPLE 5 : Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	500	32	6.40	510	59	11.57
Other than Permanent	0	0	0	0	0	0
Total Employees	500	32	6.40	510	59	11.57
Workers						
Permanent	520	1	0.19	537	0	0
Other than Permanent	505	0	0	620	0	0
Total Employees	1025	1	0.10	1157	0	0

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/A)	No. (F)	% (F/A)
Employees										
Permanent										
Male	468	0	0	468	100	482	0	0	482	100
Female	32	0	0	32	100	28	0	0	28	100
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	519	0	0	519	100	536	0	0	536	100
Female	1	0	0	1	100	1	0	0	1	100
Other than Permanent										
Male	503	503	100	0	0	618	618	100	0	0
Female	2	2	100	0	0	2	2	100	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	12	13,60,000	1	10,20,000
Key Managerial Personnel	3	86,81,725	0	–
Employees other than BoD and KMP	465*	6,07,298**	32*	6,51,622**
Workers	519		1	

(*) Note : This head count excludes 13 Directors and 3 KMPs.

(**) Note : This median is combined of employees and workers.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights 1 impacts or issues caused or contributed to by the business? (Yes/No)

– Yes. The Company has human rights policy as a part of Human Resource policy.

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

– The company has a common mechanism to redress grievances under human rights as for other grievances. Grievances are received through email, letter, or telephonically etc., it is registered by the HR and Admin department at respective locations and its sanity check is done. For complaints, which are in the purview of the Code of Conduct committee, merits further investigation. Investigation is either internal or external, based on its severity. The investigator conducts investigation by gathering the data, validating, analyzing and gives his observations and recommendations. The investigation report is further reviewed by the HR & Admin department at Sites or at H.O. Mumbai and the recommendations are acted upon. The documentation of the action taken is filed for records. MD & CEO and the Audit Committee review these.

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	–	Nil	Nil	–
Discrimination at workplace	Nil	Nil	–	Nil	Nil	–
Child Labour	Nil	Nil	–	Nil	Nil	–
Forced Labour / Involuntary Labour	Nil	Nil	–	Nil	Nil	–
Wages	Nil	Nil	–	Nil	Nil	–
Other human Rights related Issues	Nil	Nil	–	Nil	Nil	–

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

– As part of Whistleblower Policy and POSH Policy, the Company strictly maintains the protection of identity of the complainant. All such matters are dealt in strict confidence. As a part of our policy on Code of Conduct, the Company does not tolerate any form of retaliation or revenge against anyone reporting legitimate concerns. Anyone involved in targeting such a person is subjected to disciplinary action, wherever found.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)
- Yes, the company has specific clauses included in the business agreements and contracts / purchase orders. Human rights form a part of the company's Code of Conduct. The Company at any of its premises does not employ children below 18 years of age at its workplaces and does not use forced labor in any form.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
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.
- NA

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
 - NA
2. Details of the scope and coverage of any Human rights due-diligence conducted.
 - NA
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?
 - Yes
4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others : Please Specify.	

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

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:

Parameters	FY 2022-23 (in gigajoule)	FY 2021-22 (in gigajoule)
Total electricity consumption (A)	164557	168586.14
Total fuel consumption (B)	584265	125532.55
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	748822	294118.70
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.000070	0.000025
Energy intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

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

- Yes, This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.
2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.
- Not Applicable
3. Provide details of the following disclosures related to water, in the following format:

Parameters	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	512328 KL	613410 KL
(iv) Seawater / desalinated water	0	0
(v) Others	2585 KL	306519 KL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	514913 KL	919929 KL
Total volume of water consumption (in kilolitres)	506073 KL	613410 KL
Water intensity per rupee of turnover (Water consumed / turnover)	0.047 litre/rupee	=0.052 litre/rupee
Water intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

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

- Yes, This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.
4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
- Yes, the Company has implemented Zero Liquid Discharge at its Visakhapatnam plant and the same is in process for the Roha plant.

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

Parameters	Please specify unit	FY 2022-23	FY 2021-2022
NOx	Tons	47.95	44.45
SOx	Tons	258.45	276.60
Particulate matter (PM)	µg/m ³	204	71.07
Persistent organic pollutants (POP)	–	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	–	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	–	Not Applicable	Not Applicable
Others – please specify	–	Not Applicable	Not Applicable

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

- Yes, This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.

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

Parameters	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent (Scope 1: Direct emission)	55565	68300
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent (Scope 2: Indirect emission)	22856	26700
Total Scope 1 and Scope 2 emissions per rupee of Turnover	MT CO ₂ /INR	0.0000074	0.000008
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable	Not Applicable

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

- Yes, This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.

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

- Yes. Roha and Lote site purchases ~44% of its electricity requirements from Renewable resources. The Company has established the roadmap for carbon emission reductions and is working on renewable source of electricity to meet its carbon reduction plan.

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

Parameters	FY 2022-23	FY 2021-22
Total waste generated (in metric tons)		
Plastic waste (A)	126	142
E-waste (B)	0.17	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	10947	16743
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2147	2299
Total (A + B + C + D + E + F + G + H)	13220	19184
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	117	Nil
(ii) Landfilling	10866	16743
(iii) Other disposal operations	1746	N/A
Total	12729	16743

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

– Yes, This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.

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 ensures responsible waste management practices involving 100% recycling of gaseous wastes through scrubbing resulting in value added products. Similarly, waste water is partly recycled. Boiler ash is used for brick manufacturers, while Hazardous wastes are disposed off to MPCB approved TSDF units. The empty mild steel drums from raw materials are washed, cut and flatten into sheets before disposal.

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.
1	Roha	Manufacturing	Yes, approved.

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

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

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

- Yes, the company is Complying with all the above mentioned acts and rules

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 boards or by courts	Corrective action taken, if any
1	Not Applicable	–	–	–

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 (GJ)	FY 2021-22 (GJ)
From renewable sources		
Total electricity consumption (A)	64310 GJ	51288
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	64310 GJ	51288
From non-renewable sources		
Total electricity consumption (D)	100247 GJ	117299
Total fuel consumption (E)	584266 GJ	125470
Energy consumption through other sources (F)	0	0
Total energy consumed from non- renewable sources (D+E+F)	684513 GJ	242769

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

- Yes, This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	22384
- No treatment	0	0
- With treatment – please specify level of Treatment	0 (Fresh water is used for gardening)	22384 (water used for gardening)
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iv) Sent to third-parties (KL released to CETP)	103832 KL	102767 KL
- No treatment	0	0
- With treatment – please specify level of Treatment Primary, aerobic secondary and tertiary.	103832 KL (as per MPCB Norms to CETP)	102767 KL (as per MPCB Norms to CETP)
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
Total water discharged (in kilolitres)	103832 KL	125151 KL

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

– Yes, Monitoring of outlet is done by MIDC and State Pollution Control Board. This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.

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

– None of the sites are located in water stressed areas.

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY (2022-23)	FY (2021-22)
Water withdrawal by source (in kilolitres)		
(i) To Surface water	Not Applicable	Not Applicable
(ii) To Groundwater	Not Applicable	Not Applicable
(iii) Third party water	Not Applicable	Not Applicable
(iv) Sea water / desalinated water	Not Applicable	Not Applicable
(v) Others	Not Applicable	Not Applicable
Total volume of water withdrawal (in kilolitres)	Not Applicable	Not Applicable
Total volume of water consumption (in kilolitres)	Not Applicable	Not Applicable
Water intensity per rupee of turnover (Water consumed/turnover)	Not Applicable	Not Applicable

Parameter	FY (2022-23)	FY (2021-22)
Water intensity (optional) – the relevant metric may be selected by the Entity	Not Applicable	Not Applicable
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not Applicable	Not Applicable
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(ii) To Groundwater	Not Applicable	Not Applicable
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iii) To Seawater	Not Applicable	Not Applicable
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iv) Sent to third-parties	Not Applicable	Not Applicable
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(v) Others	Not Applicable	Not Applicable
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
Total water discharged (in kilolitres)	Not Applicable	Not Applicable

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.

– Not Applicable.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameters	Unit	FY 2022-23	FY 2021-22*
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not Assessed	25166
Total Scope 3 emissions per rupee of turnover	MT/INR	Not Assessed	0.0000021
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Assessed	Not Applicable

* The data were erroneously mentioned.

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.

– This data is still not tracked and reported.

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.
- The Company monitors the water quality and air quality on a regular basis as per the environmental norms, regulations and CTO. Sites are located in Industrial Development areas / zones notified by state government, which are outside core biodiversity areas.

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	Integrated waste management.	Consumption of Sulphur generated in process.	Conservation of natural resources.
2	Integrated waste management.	Use of catalysts to increase yield. Recycling of Solvents from process.	Reduction of Pollution.
3	Water shed Management.	Rain water harvesting at site.	Conservation of natural resources.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
- Yes, onsite emergency preparedness plan in place. Similarly, guidelines of Distribution code and Nicer Globe are addressed for offsite transportation of Hazardous goods.
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.
- No significant impact.
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
- A Vendor Questionnaire has been designed for Critical Suppliers (Overseas and Domestic) by value and our internal team has completed paper audit for sustainable sourcing. The next step, physical audit is in progress.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	FICCI - Federation of Indian Chambers of Commerce and Industry	National
2	BCCI - Bombay Chamber of Commerce and Industry	
3	ICC - Indian chemical council	
4	CHEMEXCIL - Chemicals Export Promotion Council	
5	NSCI - National Safety Council of India	
6	CII - Confederation of Indian Industry	

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.
- Not applicable

Leadership Indicators

1. Details of public policy positions advocated by the entity:
 - Not Applicable

PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.
 - Not Applicable
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:
 - Not Applicable
3. Describe the mechanisms to receive and redress grievances of the community.
 - The Company has a procedure to receive and redress concerns/grievances received from the community. Each site has a committee from members of various departments like. HR & Admin., Security, CSR, etc. which receives the concerns (written/verbal) and works towards its completion. Sometimes, field visit and detailed analysis are done and the concern is addressed appropriately in a timely manner. The concerns are recorded and closely tracked until they are closed to the satisfaction of the stakeholder. The Company proactively engages with the community for development related work, site visits, visit to villages in various programs etc. A number of formal, informal and interactive sessions are conducted which helps in collaborations with the community to facilitate mutual cohesiveness and bonding while working together. We also engage through CSR, with various sections of the community like youth, women and community leaders etc. Senior Management proactively interacts with the community as and when required.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	19%	18%
Sourced directly from within the district and neighboring districts	63%	59%

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.	Maharashtra	Roha-Raigad	85,00,000
2.	Maharashtra	Chiplun-Ratnagiri	57,00,000

Our focus of CSR projects includes villages and local communities in and around the manufacturing sites as mentioned above.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
- No.
- (b) From which marginalized /vulnerable groups do you procure?
- NA.
- (c) What percentage of total procurement (by value) does it constitute?
- NA.

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
None				

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
None		

6. Details of beneficiaries of CSR Projects:

Approximate project-wise beneficiaries (including vulnerable and marginalized groups) are mentioned below:

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Water harvesting – Repairing of check Dams	2000	100% Beneficiaries from Rural areas.
2	Desilting and rejuvenation of Ponds & river basin	500	100% Beneficiaries from Rural areas.
3	Well Repairing work	722	100% Beneficiaries from Rural areas.
4	Water Filter Plant Installed	700	100% Beneficiaries from Rural areas.
5	Repairing 850 meters water Pipe line & HDPE pipe line	2399	100% Beneficiaries from Rural areas.
6	Provided Water Pump to Mahalunge Adiwasi wadi	150	100% Beneficiaries from Rural areas.
7	Constructed RCC water storage tank Cap. 18M3 in Pale Adiwasi wadi	150	100% Beneficiaries from Rural areas.

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
8	Constriction Temporary Check Dams	121	100% Beneficiaries from Rural areas.
9	Drinking water Facility & 2 HDPE Tanks, Ferro cement Tank constructed	1350	100% Beneficiaries from Rural areas.
10	Mechanization Support partially in Rice transplant machine	90	100% Beneficiaries from Rural areas.
11	Wild Vegetable Exhibition – Support to Adiwasi Farmers	100	100% Beneficiaries from Rural areas.
12	Kharip Vegetable Crop support in Seeds, Fertilizers, Workshops	80	100% Beneficiaries from Rural areas.
13	APMC market awareness education visit, Vashi & Excel HO, Roha Societies	60	100% Beneficiaries from Rural areas.
14	Turmeric Cultivation – New varieties	50	100% Beneficiaries from Rural areas.
15	Rabi Crop Support in Seeds, Fertilizers, Mobilisers, IPM, Workshops	449	100% Beneficiaries from Rural areas.
16	Millets year 2023 celebration by various Programs	600	100% Beneficiaries from Rural areas.
17	MAHADBT Porter online Agriculture Schemes enrolled to Farmers	25	100% Beneficiaries from Rural areas.
18	Market Mirchi App. Training for Farmers	132	100% Beneficiaries from Rural areas.
19	Provided Jackfruits saplings set to Farmers	25	100% Beneficiaries from Rural areas.
20	Conduct Farmers Melava & Krushi Pradarshan	484	100% Beneficiaries from Rural areas.
21	Provided Pheromone and Stickers traps	90	100% Beneficiaries from Rural areas.
22	Lumpy Disease Spray Drives & awareness Programs	570	100% Beneficiaries from Rural areas.
23	Poultry Farming	118	100% Beneficiaries from Rural areas.
24	Goat Farming – Provided 3 Goats to each Farmers	06	100% Beneficiaries from Rural areas.
25	Safety Jackets Provided to Fisherman	19	100% Beneficiaries from Rural areas.
26	Amul Organization workshop at Excel's Office	27	100% Beneficiaries from Rural areas.
27	Fish Farming – Provided seeds for 2 Biofloc units	21	100% Beneficiaries from Rural areas.
28	General Checkup Camp for Cattle	100	100% Beneficiaries from Rural areas.

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
29	Conducted Crab Cultivation Training	39	100% Beneficiaries from Rural areas.
30	Repairing Cremation Place	700	100% Beneficiaries from Rural areas.
31	Village inside road repairing	1200	100% Beneficiaries from Rural areas.
32	Constructed small River bridge for Adiwasia Wadi	500	100% Beneficiaries from Rural areas.
33	Community Hall Shade Work fabrication	800	100% Beneficiaries from Rural areas.
34	Provided Cupboards and Library	150	100% Beneficiaries from Rural areas.
35	Govt. Tailoring & wellness Center Training Program conducted for Ladies	168	100% Beneficiaries from Rural areas.
36	Govt. Cake making Training Program conducted for Ladies	250	100% Beneficiaries from Rural areas.
37	Healthy Millets Nutritious fast-food Training Program	130	100% Beneficiaries from Rural areas.
38	Business Kits Provided to Tailoring and Well-ness centers ladies	220	100% Beneficiaries from Rural areas.
39	Fashion Designing Advance Course	18	100% Beneficiaries from Rural areas.
40	Education Pradnya Vikas Training Program – Personality Skill Development – 8 th & 9 th Std. Students.	700	100% Beneficiaries from Rural areas.
41	Special Guidance Program to SSC Students	300	100% Beneficiaries from Rural areas.
42	Provide basic School Stationery to primary Students	150	100% Beneficiaries from Rural areas.
43	LED Screen Provided to School for Digital School	300	100% Beneficiaries from Rural areas.
44	Sports Materials Provided to Schools	1200	100% Beneficiaries from Rural areas.
45	Solar Street Light installed near Public Road Side	430	100% Beneficiaries from Rural areas.
46	Bio Gas Support to Farmers	11	100% Beneficiaries from Rural areas.
47	Health – Support to Nursing Course Rural Students	39	100% Beneficiaries from Rural areas.
48	Provided Millets Items to Students Health	240	100% Beneficiaries from Rural areas.

PRINCIPLE 9 : Businesses should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
 - All the sites are ISO9001:2015 Certified and has a well-established setup of Quality Management System for receiving and responding to complaints for the existing consumers through emails, letters and phone. Complaints are escalated and resolved within the time depending on its nature.

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

	As a percent to total turnover
Environmental and Social parameters relevant to the products	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil		Nil	Nil	
Advertising						
Cyber-security						
Delivery of essential Services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	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 Company has a Policy and a detailed charter on cyber security and risk related to data privacy and is extremely vigilant on the same.
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.
 - We have not had any of the above listed incidents/events with regards to our customers.

Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).
 - The information on products and services of the entity can be accessed at www.excelind.co.in. Additionally there are telephones and emails as well.
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
 - Customers are informed and educated about safe and responsible usage of products through MSDS / Product Brochures and customized modules of trainings as a part of Product Safety and Stewardship code.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
 - Yes, the Company informs customers through emails and phone calls.
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.
 - Yes, our product labels are detailed and carry information about Hazards and safe handling of the product. Address and contact numbers of Manufacturing site and H.O. is provided on product labels.
5. 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)
 - Yes, Consumer satisfaction relating to the major products of the company has been done for all the locations of operation.
6. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches along-with impact : 0
 - b. Percentage of data breaches involving personally identifiable information of customers : 0%