



1<sup>st</sup> August 2023

<b>Listing Department</b> <b>BSE Limited</b> 25 <sup>th</sup> Floor, Phiroze Jeejeebhoy Towers, Dalal Street, Fort Mumbai- 400001	<b>Listing Department</b> <b>The National Stock Exchange of India Ltd.</b> Exchange Plaza, 5 <sup>th</sup> Floor, Plot No. C/1, G Block, Bandra-Kurla Complex, Bandra (East), Mumbai - 400051
<b>Scrip Code: 500280</b>	<b>Symbol: CENTENKA</b>

Dear Sirs,

**Sub: Business Responsibility and Sustainability Report (BRSR)**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, kindly find enclosed herewith, Business Responsibility & Sustainability Report for the Financial Year 2022-23 which forms part of the Integrated Annual Report for financial year 2022-23. The BRSR is also available on the Company's website i.e., <https://www.centuryenka.com>.

This for your information and record.

Thanking You,

Yours faithfully

For Century Enka Limited

(Rahul Dubey)  
Company Secretary  
FCS 8145

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

We at Century Enka Limited are delighted to present our second Business Responsibility and Sustainability Report (BRSR), which highlights our unwavering commitment to responsible business practices and sustainability as a crucial responsibility towards the environment and the future. As a leading Synthetic Yarn Manufacturing Company, we take great pride in our ability to influence the nylon textiles industry in India, yet also acknowledge the responsibility that comes with this influence.

Our firm belief is that our responsible and sustainable business practices extend beyond a mere compliance - it is an opportunity to create a positive impact on the environment and society. We are dedicated to implementing sustainable and responsible business practices that foster positive outcomes for our stakeholders, the community at large and the planet itself. Our BRSR includes our responses to questions on our practices and performance on key principles defined by Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, covering topics across the Environmental, Social and Governance (ESG) dimensions.

We are committed to reducing our carbon footprint by maximizing the efficient utilization of resources along with implementing effective waste and water management techniques to minimize negative environmental impact. Moreover, we also recognize the importance of our social impact and responsibility towards the communities and the individuals with whom we work with. By adopting best practices, the aim is to enhance people's well-being and create a positive influence on the society as a whole. Our commitment to sustainability extends to governance practices as well. We have always maintained and strives to achieve highest standards of transparency, accountability, and ethical conduct across all levels within the organization. We have implemented systems, policies and processes that result in highest levels of compliance with applicable laws, regulations, including relevant international standards, thereby ensuring that all our business activities are conducted with integrity and in line with industry best practices.

Through ambitious goals, continuous improvement, and collaboration with stakeholders, we aspire to be a leader in sustainable business practices. By embracing sustainability, the aim is to generate long-term value for our shareholders, contribute to the well-being of society, and help build a resilient and sustainable future for our stakeholders.

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24304PN1965PLC139075
2.	Name of the Listed Entity	Century Enka Limited
3.	Year of incorporation	1965
4.	Registered office address	Plot No. 72 & 72-A MIDC, Bhosari, Pune-411026, Maharashtra
5.	Corporate address	Plot No. 72 & 72-A MIDC, Bhosari, Pune-411026, Maharashtra
6.	E-mail	cel.investor@adityabirla.com
7.	Telephone	020-66127304
8.	Website	www.centuryenka.com
9.	Financial year for which reporting is being done	1 <sup>st</sup> April, 2022 to 31 <sup>st</sup> March, 2023
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited
11.	Paid-up Capital	₹ 2,185 lacs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Rahul Dubey Company Secretary & Compliance Officer Tel. No.: 020-66127304 E-mail Id: cel.investor@adityabirla.com
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 for Century Enka Limited.

### 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 (FY 2023)
1	Manufacturing	Manufacturing of nylon and other man-made fibres and fabrics*	94%

\* Industry as per NIC code: Textile, leather and other apparel products

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	Nylon Tyre Cord Fabric	13999	51
2	Nylon Filament Yarn	20203	42
3	Nylon Chips	20297	1

### 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	3*	4	7
International	-	-	-

\* Includes one plant located at Mahad (District: Raigad) in Maharashtra which is not in operation.

17. Markets served by the entity:

- a. Number of locations

Locations	Number
National (No. of States)	19
International (No. of Countries)	7

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

2.93%

- c. A brief on types of customers

Our customers are primarily B2B (Business-to-Business), which means that we sell our products to other companies rather than directly to end consumers. Customers can be broadly categorized into three types:

- Original Equipment Manufacturers (OEMs): We supply our products to OEMs in the automotive industry. These OEMs use our products as raw materials in their production processes.
- Traders and Distributors: We also sell our products to traders and distributors who supply raw materials to small, medium and large-scale industries in textile sector.
- Export Customers: We export our products to various countries in Europe, the Middle East, South-East Asia, and US. Our customers in these regions use our products in industries such as textiles, automotive.

Overall, our customers are diverse and spread across various industries and geographies. Our focus on quality, innovation, and customer service which has enabled us to maintain strong relationships with customers and remain a preferred supplier in the market.

### IV. Employees

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

- a. 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)	470	455	97	15	3
2.	Other than Permanent (E)	26	22	85	4	15
<b>3.</b>	<b>Total employees (D + E)</b>	<b>496</b>	<b>477</b>	<b>96</b>	<b>19</b>	<b>4</b>

S. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>WORKERS</b>						
4.	Permanent (F)	1120	1120	100	0	0
5.	Other than Permanent (G)	1933	1907	99	26	1
<b>6.</b>	<b>Total workers (F + G)</b>	<b>3053</b>	<b>3027</b>	<b>99</b>	<b>26</b>	<b>1</b>

b. Differently abled Employees and workers

We believe in cultivating a workplace atmosphere that is hospitable, varied, and comprehensive. We are also devoted to ensuring that every employee is treated with respect and dignity and that there is no form of discrimination present in the organization. We also acknowledge that a diverse workforce brings a vast array of perspectives, experiences, and ideas that can lead to development and progress. As a result, we are actively working towards enhancing diversity within the organization, including considering differently abled individuals.

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

19. Participation/Inclusion/Representation of women

Gender equality in boardrooms has emerged as a worldwide objective. Our commitment to maintaining diverse board representation stems from its ability to foster fairness, equal opportunities, and enhance decision-making. Currently, our board comprises 33% women. We promote a supportive and inclusive work environment that values and respects all individuals, enabling them to contribute effectively.

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33
Key Management Personnel*	3	0	Nil

\*It includes Managing Director (KMP), also covered under above head i.e., Board of Directors

20. Turnover rate for permanent employees and workers

	FY 2023 (Turnover rate in current FY)			FY 2022 (Turnover rate in previous FY)			FY 2021 (Turnover rate in the year prior to the previous FY)		
	Male%	Female%	Total%	Male%	Female%	Total%	Male%	Female%	Total%
Permanent Employees	12.20	21.43	12.49	11.65	24	12.02	11.56	16	11.69
Permanent Workers	7.52	0	7.52	6.70	0	6.70	5.78	0	5.78

## 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.	ABREL Century Energy Limited	Associate	26	No

## VI. CSR Details

22. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)

Yes, CSR is applicable as per Section 135 of Companies Act, 2013.

(ii) Turnover (₹) - 2,07,205 Lacs

(iii) Net worth (₹) - 1,32,005 Lacs

## VII. Transparency and Disclosures Compliances -

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023 (Current Financial Year)			FY 2022 (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, We have a detailed centralized grievance redressal mechanism covering all the major stakeholders which are our communities, shareholders/ investors, employees and workers, customers and value chain partners, we also have designated email address along with escalation matrix for resolution of grievances. <a href="https://www.centuryenka.com/investor-relations/index.html#parentHorizontalTab6ChildVerticalTab_211">https://www.centuryenka.com/investor-relations/index.html#parentHorizontalTab6ChildVerticalTab_211</a>	0	0	-	0	0	-
Investors (other than shareholders)		0	0	-	0	0	-
Shareholders		6	0	-	10	0	-
Employees and workers		0	0	-	0	0	-
Customers		48	7	All the pending complaints were resolved as on the date of report.	26	0	-
Value chain partners		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

Our materiality assessment focusses on identifying and ranking the most important business conduct and sustainability issues that the business should target to maximize value us and our stakeholders. These issues are identified based on careful research, insights generated from operations and meaningful engagement with stakeholders. All the major stakeholder groups are represented, including employees, investors, customers, communities and suppliers, as well as regulators.

After analyzing the major ESG standards and frameworks, our stakeholders were asked to select and rate the topics based on their understanding of our Company and operations, and then the topics were weighted according to their importance in the discussions. Refer table below for the material issues identified by us through stakeholder engagement process, the corresponding risks and opportunities associated with such issues, the approach to risk mitigation and the financial implications of the risk or opportunity.

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	Occupational Health and Safety	Opportunity, Risk	<p><b>Opportunity:</b> A safe and healthy work environment can significantly improve productivity and can create multiple opportunities. By implementing proper occupational health and safety measures, we can prevent accidents, injuries, and promote about improving mental health of our people by reducing stress and creating awareness. We follow OASIS concept which also promotes sense of open culture, awareness, support, interventions, and stress busting initiatives. Employees who feel safe and supported are more likely to focus on their tasks and contribute to our overall productivity.</p> <p><b>Risk:</b> Even with proper training and established safety protocols, human error can still occur. Mistakes or lapses in judgement can lead to accidents or injuries, these process failure can also pose a significant reputational and operational risks, if proper maintenance of the tools is not conducted. E.g., alarms failure can turn near miss case into a disaster.</p>	<p>We have a robust mitigation plans and procedures in place to address occupational health and safety risks.</p> <p>We also have well-defined training and awareness programs for our employees to promote a culture of safety and improve mental health. Initiatives such as MITR (Making Individuals and Team Resilient), MPOWER that encourages mental health education to all staff members at both the location.</p> <p>Additionally, we also have an ISO certified Occupational Health and Safety Management Systems (ISO 45001:2018) which takes a proactive approach to identify, evaluate and remediate risks before they cause accidents and injuries.</p> <p>Hazard Identification and Risk Assessment (HIRA) is implemented to ensure safety while working on the job floors. There were Zero recordable injury and no loss time in manhours reported in this fiscal year.</p>	<p><b>Positive Implications:</b> While investing in occupational health and safety programs may involve upfront costs, they can result in long-term cost savings. Preventing accidents and injuries reduces medical expenses, workers' compensation claims, and insurance premiums. Also giving mental health the same weightage as physical health helps to retain employees for longer period of time, reducing hiring costs as well. Moreover, a strong safety culture can reduce property damage, equipment breakdowns, and production disruptions.</p> <p>In today's business landscape, companies that prioritize employee health and safety have a distinct competitive advantage. Customers and business partners are increasingly conscious of ethical and sustainable practices. Demonstrating a commitment to occupational health and safety can enhance our reputation, attract top talent, win contracts, and build a collaborative approach with stakeholders.</p> <p><b>Negative Implications:</b> Any major injury can impact total manhours worked and hence increasing operational cost for us.</p>
2	Waste Management	Opportunity	<p>We have implemented multiple strategies to minimize waste generation in our plants. The waste generated during the manufacturing process is repurposed within the same process, ensuring that 85% of the total hazardous waste is recycled. Only a minimal 15% is disposed of through co-processing, pre-processing, landfilling and incineration etc. This effective waste management system not only positively contributes to environmental sustainability but also enables us to explore novel possibilities.</p>		<p><b>Positive implications:</b></p> <ul style="list-style-type: none"> <li>• Implementation of effective waste management practices can lead to cost savings by reducing waste generation and disposal expenses.</li> <li>• It can also improve the efficiency of resource use and reduce the need for new raw materials, leading to potential cost savings.</li> </ul>

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)
3	Water Management	Opportunity	We have achieved zero wastewater discharge from our manufacturing processes and operations. Further, the location of both the plants does not lie in any type of water stress zone. Various other initiatives are taken by us that helps to reduce total water consumption at both our plants. Further, nineteen Rainwater Recharge well are available at Bharuch site to Recharge ground water. This will enhance water quality and water level as well.		<p><b>Positive implications:</b></p> <ul style="list-style-type: none"> <li>• Cost savings through water efficiency.</li> <li>• Adherence to all the applicable compliances to avoid fines and penalties.</li> </ul>
4	Energy Management	Risk, opportunity	<p><b>Opportunity:</b></p> <p>By gradually decreasing the reliance on non-renewable energy sources, we have the chance to define our future objectives regarding energy consumption. Additionally, this shift can mitigate the uncertainties associated with non-renewable sources.</p> <p><b>Risk:</b></p> <p>Ineffective management of Greenhouse Gas (GHG) emissions and energy consumption can pose risks in terms of regulatory compliance, reputation, and financial burdens. Regulatory compliance refers to adhering to laws and standards set by governing bodies, and failure to comply can result in penalties and legal consequences. Poor GHG emissions and energy management practices can damage our reputation, leading to a loss of public trust and negative impacts on our brand and customer relationships. Financial burdens may arise from fines, remedial actions, and higher operational costs associated with inefficient energy use.</p>	Our increasing adoption of renewable energy has ensured reduced carbon footprint and energy efficiency. This included increased usage of Biomass as fuel and installation of solar panels with a capacity of 200 KWh. We fulfilled 32% of our total energy requirements from renewable sources during the reporting period.	<p><b>Positive implications:</b></p> <ul style="list-style-type: none"> <li>• Implementing energy efficiency measures and transitioning to renewable energy sources would have positive financial implications, such as reduced energy costs, increased resource efficiency, and improved stakeholder perception.</li> </ul>
5	Employee & labour Management	Risk, Opportunity	<p><b>Opportunity:</b></p> <p>Employees are the heart of any manufacturing business, and as a responsible corporation, their progress and well-being are of utmost importance. Effective management of human capital can create opportunities for increased productivity in terms of creativity, better decision-making, and enhanced stakeholder engagement.</p> <p><b>Risk:</b></p>	We undertake many measures to ensure compliance with all applicable laws and regulations. To mitigate the risk, we regularly invest in employee engagement initiatives, such as training and development programs, employee wellness programs, and work-life balance initiatives. This will help us to attract and retain skilled and motivated employees and improve their productivity and job satisfaction.	<p><b>Positive implications:</b></p> <p>Focusing on human capital would have a positive financial implication, such as increased employee retention, productivity leading to high customer satisfaction, leading to improved revenues and reduced costs.</p> <p><b>Negative implications:</b></p> <ul style="list-style-type: none"> <li>• High turnover, absenteeism, and low productivity result in increased costs and reduced revenues.</li> </ul>

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)
			Poor management of human capital can lead to reputational risks, low employee morale, and high turnover rates.		<ul style="list-style-type: none"> <li>Recruitment and training costs escalate due to frequent hiring and training of new employees.</li> <li>Operational efficiency decreases, leading to wasted time, errors, and rework.</li> <li>Excessive overtime can increase labor costs, contribute to burnout, and reduce productivity.</li> <li>Non-compliance with employment laws and regulations can lead to legal disputes, fines, and penalties.</li> </ul>
6	Customer Centricity	Opportunity	Maintaining strong relationships with customers is an opportunity for us to increase our revenue and profitability. Having an advantage of producing highly customized product gives and edge to create effective customer relationship management practices. Positive customer relationships can result in increased customer loyalty, repeat business, and positive word-of-mouth advertising, which can further attract new customers.		<p><b>Positive Implications:</b></p> <p>By maintaining positive customer relationships and increasing customer loyalty, we would benefit from increased revenue and profitability. By improving our customer relationships, we can increase our market share and customer retention rates, leading to higher revenue and profitability in the long run.</p> <p>Moreover, positive word-of-mouth advertising from satisfied customers can also attract new customers for us, leading to further revenue growth.</p>
7	Supply Chain Management	Risk, Opportunity	<p><b>Opportunity:</b></p> <p>Embracing ethical supply chain practices presents us with opportunities to enhance our reputation as a socially responsible company, gain a competitive advantage in the market, foster collaborative relationships with suppliers, and access new markets that prioritize ethical and sustainable practices.</p> <p>Competitive Advantage:</p> <p>Customers actively seek out companies that prioritize ethical and sustainable practices. By implementing ethical supply chain management, we differentiate ourself from competitors.</p> <p>Supplier Collaboration: Ethical supply chain management involves close collaboration with suppliers. This collaboration leads to improved supplier performance, better communication, and joint efforts to drive innovation and efficiency throughout the supply chain. The resulting synergy benefits both parties.</p>	<p>We work with suppliers on a constant basis to enhance their capabilities and position them as important supplier partners. We also make investments in supplier technology upgradations to increase supplier efficiency.</p> <p>We support vendors and product development activities, which in turn brings opportunities to advance the supply chain management system.</p> <p>In our supplier selection process, we also check suppliers who are certified with ISO 14001, ISO 45001 and other relevant ISO certifications. We actively encourage suppliers who adhere to these standards and demonstrate best practices in ethics and sustainability, emphasizing our commitment to sourcing from responsible and environmentally conscious partners.</p>	<p><b>Positive implications:</b></p> <p>Effective supply chain management can help to save costs, improve our supplier relationships, customer service, and enhance our brand value, leading to increased revenue and profitability in the long run.</p> <p><b>Negative implications:</b></p> <p>Inefficient supply chain management can lead to increased costs, including due to higher transportation and storage expenses, as well as lost revenue from delayed deliveries and dissatisfied customers.</p>



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)
			<p>Access to New Markets: As markets and industries increasingly demand ethical sourcing and responsible supply chains, we can capitalize on this trend. Expanding the customer base and revenue potential becomes a significant opportunity for our growth.</p> <p><b>Risk:</b> Inefficient supply chain management could lead to delayed deliveries and customer dissatisfaction. Additionally, any violations by the suppliers with environmental and other applicable laws and regulations could lead to reputational damage and potential legal liabilities for us.</p>	<p>Going forward, we are planning to leverage analytics and data to identify supply chain risks and opportunities and will take proactive measures to manage them.</p>	
8	Community Development	Opportunity	<p>Engaging in community development is a significant opportunity for us as it allows us to contribute to the betterment of local communities while also providing benefits to the company.</p> <p>Understanding Customer Needs: By actively working with local communities, we gain valuable insights into the needs and preferences of our target audience. This understanding enables us to tailor our products and services to better meet those needs, resulting in increased customer satisfaction and loyalty. Our commitment to community development ensures that we are responsive and aligned with the values and aspirations of the people we serve.</p> <p>Partnerships and Collaborations: Engaging in community development creates opportunities to establish valuable partnerships and collaborations with local organizations and businesses. By working together towards common goals, we can leverage shared resources, knowledge, and networks. These partnerships can open up new avenues for growth and expansion, fostering mutually beneficial relationships and amplifying the positive impact we can collectively make in the community.</p>		<p><b>Positive implications:</b> Commitment to community development not only benefits society but also has positive financial implications.</p> <ul style="list-style-type: none"> <li>• It enhances our reputation,</li> <li>• expands our customer base, identifies new business opportunities,</li> <li>• fosters valuable partnerships.</li> </ul>

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)
			Responsibility and Value Addition: Our focus on community development goes beyond solely benefiting the company. We recognize it as a responsibility to contribute to the welfare and development of the communities we serve. By actively participating in community development initiatives, we add value by addressing social, economic, and environmental challenges. This approach aligns with our values and ensures that our presence positively contributes to the holistic development of the communities in which we operate.		

## 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.

We recognized the importance of adhering to the principles and elements of the National Guidelines on Responsible Business Conduct (NGRBCs) and has formulated several policies which are aligned to all the nine principles of NGRBC and have been duly approved by the Board.

The Board Members provide overall guidance on our policies and procedures, ensuring that they are regularly reviewed and updated to reflect changing business needs, alignment with best practices, changing stakeholder expectations and evolving regulatory requirements. Our Company's Managing Director ensures effective decision-making regarding sustainability and ESG related practices.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
<b>Policy and management processes</b>										
<b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes.									
<b>c. Web Link of the Policies, if available</b>	Policies						Principle Mapping			
	1. Anti-Harassment and Anti-Discrimination Policy 2. Code of Conduct for BoD and Senior Management 3. CSR Policy 4. Employee Wellbeing Policy 5. Environmental Policy 6. Human Rights Policy 7. Nomination-Remuneration and Succession Policy 8. Policy on Board Diversity 9. Product Responsibility Policy 10. Public Policy 11. Risk Management Policy 12. Stakeholder Relationship Policy 13. Suppliers Code of Conduct 14. Vigil Mechanism Policy 15. Policy on Sexual Harassment of Women at Workplace 16. Policy on Related Party Transactions 17. Familiarization Program for Independent Director <a href="https://www.centuryenka.com/investor-relations/index.html#parentHorizontalTab6 ChildVerticalTab_211">https://www.centuryenka.com/investor-relations/index.html#parentHorizontalTab6 ChildVerticalTab_211</a>						P1 P1 P8, P4 P3 P6, P8 P5 P3, P1 P1, P5 P2, P9 P7 P3, P6, P7 P4 P1, P3, P4, P6, P8 P3, P5 P3, P5 P1 P1			

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	No	Yes	Yes	No	Yes	No	Yes	No	
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle.										
Principle 1	Provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 Quality Management System (ISO 9001:2015)									
Principle 2	NABL-ISO/IEC 17025:2017 STANDARD 100-OEKO TEX									
Principle 3	ISO 45001:2018:Occupational Health and Safety Management System									
Principle 4	CSR disclosures pursuant to Section 135 of the Companies Act, 2013, read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended									
Principle 5	The International Integrated Reporting Council (IIRC)- <IR> Framework United Nations Sustainable Development Goals (SDGs) Global Reporting Initiative (GRI)									
Principle 6	ISO 50001: 2018: Energy Management System ISO 9001:2015: Quality Management System ISO 14001: 2015: Environment Management System Global Recycled Standard									
Principle 7	The International Integrated Reporting Council (IIRC)- <IR> Framework United Nations Sustainable Development Goals (SDGs)									
Principle 8	CSR disclosures pursuant to Section 135 of the Companies Act, 2013, read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended									
Principle 9	Quality Management System (ISO 9001:2015)									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p><b>Environmental - P6</b></p> <ul style="list-style-type: none"> <li>• By 2025, Reduce CO2 emissions by 25% against baseline of FY 2019.</li> <li>• To achieve Zero waste to landfill by 2030 and implement measures to reuse waste across all business segments in due course of time.</li> <li>• 40% reduction in water consumption by 2025 against the baseline of FY 2019</li> <li>• To achieve single use plastic certification by 2025.</li> </ul> <p><b>Social - P1,P3</b></p> <ul style="list-style-type: none"> <li>• To achieve 10% year-on-year increase in women staff of the total fresh hire until 2025.</li> <li>• Zero harm to be achieved by 2025</li> <li>• To achieve year-on-year increase in training hours per person per year by 10% until 2025.</li> </ul> <p><b>Governance - P1,P5,P6</b></p> <ul style="list-style-type: none"> <li>• 100% code of conduct training on POSH/Ethics/Human Rights for permanent employees by 2024 and other than permanent employees by 2025.</li> <li>• To screen new major suppliers on ESG criteria starting FY 2024.</li> <li>• Conducting periodic reviews of existing policies and improvement of policies as applicable</li> </ul>									
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	<p>We are cognizant of the criticality of ESG goals and have set out specific ESG targets in FY 2023. We have a detailed plan in place, and as the execution of these targets and initiatives has commenced this year, we will commence reporting the performance against the stated targets starting from the next year's report.</p> <p>Few general performance highlights for the reporting period with respect to sustainability initiatives undertaken are as follows;</p> <ul style="list-style-type: none"> <li>• Energy consumption from renewable sources increased by 37.5% as compared to last reporting period (FY 2022)</li> <li>• Reduced emissions intensity by 11.8%, as compared to the last reporting period.</li> <li>• Total GHG emissions reduced by 13.27% as compared to last reporting period.</li> <li>• Reduced total water consumption by 10.33% as compared to last reporting period.</li> <li>• Achieved Zero LTIFR in the current reporting period.</li> </ul>									

Governance, leadership, and oversight	
7. <b>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)</b>	Refer to Managing Director's Message in Integrated Report under Leadership Section.
8. <b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies</b>	Mr. Suresh Sodani, Managing Director (Executive Director) having DIN: 08789604 is responsible for overseeing the implementation of business responsibility practices and policies
9. <b>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.</b>	Yes, our Managing Director - Mr. Suresh Sodani (Executive Director) having DIN: 08789604, has complete oversight over every aspect of sustainability in the organization.

**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								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes, it is reviewed periodically by Managing Director.								
	<b>Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)</b>								
	Performance against the policies will be reviewed annually.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	<b>Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</b>								
	Yes, it is reviewed periodically by Managing Director.								
	<b>Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)</b>								
Quarterly									

11.	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?</b>	No independent assessment has been carried out by any external agency during this financial year.								

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

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

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

**Principle 1: 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 programs held	Topics / principles covered under the training and its impact	%Age of persons in respective category covered by the awareness Programs
Board of Directors	4	<ul style="list-style-type: none"> <li>• Updates on business model, strategic aspects</li> <li>• Updates on business performance</li> <li>• Updates on Risk Management framework</li> <li>• Updates on Internal Financial Controls</li> <li>• Impact of government policies on the business of the Company</li> <li>• Capital Budgeting</li> <li>• Statutory Auditors presentation on change in laws relating to Company Accounts</li> <li>• Product offerings, quality, price trend in raw material and finished products</li> </ul>	95.83%
Key Managerial Personnel	4	<ul style="list-style-type: none"> <li>• Discussion on Environment, Health and Safety matters</li> <li>• Changes in business environment and the industry</li> <li>• Key regulatory developments &amp; statutory Compliances</li> </ul>	100%
Employees other than BoD and KMPs	62	<ul style="list-style-type: none"> <li>• Functional – Tool handling and maintenance, Kaizen, etc.</li> <li>• Behavioral – Communication, Time management, Growth mindset, etc.</li> <li>• Operational – SAP, Employee self-service, etc.</li> <li>• Essential – POSH, Values &amp; Purpose, ISO &amp; IATF, etc.</li> </ul>	81%
Workers	35	<ul style="list-style-type: none"> <li>• Health, Safety &amp; Hygiene</li> <li>• Fire Training &amp; LPG Safety</li> <li>• Dipping Process,</li> <li>• Motivational</li> <li>• First Aid</li> </ul>	74%

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 based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

<b>Monetary</b>					
	<b>NGRBC Principle</b>	<b>Name of the regulatory/ Enforcement agencies/ judicial institutions</b>	<b>Amount (In INR)</b>	<b>Brief of the Case</b>	<b>Has an appeal been preferred? (Yes/No)</b>
Penalty/ Fine	There were no such instances during this financial year.				
Settlement					
Compounding fee					
<b>Non-Monetary</b>					
	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Brief of the Case</b>		<b>Has an appeal been preferred? (Yes/No)</b>
Imprisonment	There were no such instances during this financial year.				
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.**

<b>Case Details</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>
There were no such instances during this financial year.	

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.**

We have a code of conduct in place for employees as well as Board of directors and senior management personnel which underlines the guidelines pertaining to ethics, anti-bribery and anti-corruption and mandates all the employees, directors and senior management to adhere to the same. The code of conduct can be accessed at [https://www.centuryenka.com/investor-relations/index.html#parentHorizontalTab6ChildVerticalTab\\_211](https://www.centuryenka.com/investor-relations/index.html#parentHorizontalTab6ChildVerticalTab_211)

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

	<b>FY 2023 (Current Financial Year)</b>	<b>FY 2022 (Previous Financial Year)</b>
Directors	No disciplinary action has been taken against any of the directors, KMPs, employees and workers pertaining to anti-corruption and anti-bribery during the current and previous financial year.	
KMPs		
Employees		
Workers		

6. **Details of complaints about conflict of interest:**

	<b>FY 2023 (Current Financial Year)</b>		<b>FY 2022 (Previous Financial Year)</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
Number of complaints received in relation to issues of Conflict of Interest of the Directors	No such complaints received during the financial year.		No such complaints received during the financial year.	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	No such complaints received during the financial year.		No such complaints received during the financial year.	

**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.**

There were no cases of corruption and conflicts of interests, hence no corrective action taken on issues related to fines/ penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions on cases of corruption and conflicts of interest at CEL during this financial year.

**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 under the training	%Age of value chain partners covered (by value of business done with such partners) under the awareness programs
No awareness programs were held for value chain partners during this financial year.		

**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.**

We have in place, a Code of conduct for employees as well as for Board of Directors and Senior Management Personnel which also covers Conflict of Interest.

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

**Essential Indicators**

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

	FY 2023 (Current Financial Year) (₹/Lacs)	FY 2022 (Previous Financial Year) (₹/Lacs)	Details of improvements in environmental and social impacts
R&D	57	7	Yarn production from recycled raw material, green polymer fabric, paper tube usage for production of colour yarn & green polymer, changes in fabric creels, optimisation of additives and upgradation of system.
Capex	61	23	

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

No. However, we are currently working on building standardized practices for sustainable sourcing. We have already added new checkpoints to our vendor registration forms that will aid us in enhancing our supplier selection criteria.

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

No, there were no procedures for identification of inputs that were sourced sustainably in the current reporting period.

**3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

EPR is applicable to the entity and the plastic waste collection plan is in line with the Extended Producer Responsibility (EPR) plan. We have entered into an agreement with authorized recycler to ensure management of plastic waste (including collection, storage, transportation, recycling and disposal) on behalf of us in compliance with the Plastic Waste Management Rules, 2016 as amended from time to time.

**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, we are registered with Central Pollution Control Board (CPCB) for recycling of plastic waste. Our waste collection plan is in line with the EPR targets, and the plan has been submitted to the CPCB. We are also in compliance with the applicable laws and regulations pertaining to such waste management.

### Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for the manufacturing industry) or for its services (for the service industry)? If yes, provide details in the following form at?

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
We have not conducted Life Cycle Assessment in current financial year.					

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
NA		

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 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
NA		

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

	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
NA						

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 % of total products sold in respective category
NA	



**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	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent employees</b>											
Male	455	455	100	455	100	NA	NA	Nil	Nil	Nil	Nil
Female	15	15	100	15	100	15	100	Nil	Nil	Nil	Nil
<b>Total</b>	<b>470</b>	<b>470</b>	<b>100</b>	<b>470</b>	<b>100</b>	<b>15</b>	<b>3</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>
<b>Other than Permanent employees</b>											
Male	22	0	0	22	100	NA	NA	Nil	Nil	Nil	Nil
Female	4	0	0	4	100	4	100	Nil	Nil	Nil	Nil
<b>Total</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>100</b>	<b>4</b>	<b>15</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>

**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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent workers</b>											
Male	1120	1120	100	1120	100	NA	NA	NA	NA	NA	NA
Female	Nil	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>1120</b>	<b>1120</b>	<b>100</b>	<b>1120</b>	<b>100</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>
<b>Other than Permanent workers</b>											
Male	1907	75	4	1907	100	NA	NA	NA	NA	NA	NA
Female	26	0	0	26	100	26	100	NA	NA	NA	NA
<b>Total</b>	<b>1933</b>	<b>75</b>	<b>4</b>	<b>1933</b>	<b>100</b>	<b>26</b>	<b>1</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

**2. Details of retirement benefits.**

Benefits	FY 2023 (Current Financial Year)			FY 2022 (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	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI*	4.42	1.80	Yes	1.94	1.03	Yes

\*ESI is applicable only to workers with maximum salary of ₹21,000, and it is not applicable for Bharuch plant.

### 3. Accessibility of workplaces

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

We are in compliance with the provisions of Rights of Persons with Disabilities Act, 2016 as under;

- Equality and Non-discrimination: We ensure that there is no discrimination against persons with disabilities in aspects, including recruitment, promotion, training, and work-related opportunities.
- Equal Opportunities: We also provide equal opportunities for career advancement, job security, and promotion for persons with disabilities.

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

Yes. We have an anti-harassment and anti-discrimination policy in place which covers persons with disabilities as well and can be accessed at [https://www.centuryenka.com/investor-relations/index.html#parentHorizontalTab6|ChildVerticalTab\\_211](https://www.centuryenka.com/investor-relations/index.html#parentHorizontalTab6|ChildVerticalTab_211).

### 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	None of our employees and workers availed maternity leave during the FY 2023. Retention Rate: NA, as no one availed maternity leave in FY 2022.			
Female				
Total				

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

	(If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, we are committed to providing a safe and positive work environment. In keeping with this philosophy, the organization envisages an open-door policy. All employees and workers also have access to centralized Grievance Redressal Mechanism. We also have a 'Vigil Mechanism Policy', as per applicable laws, which inter-alia provide adequate safeguards to whistle-blowers against retaliation.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Permanent Employees</b>						
Total Permanent Employees	470	NA	NA	427	NA	NA
Male	455	NA	NA	414	NA	NA
Female	15	NA	NA	13	NA	NA
<b>Permanent Workers</b>						
Total Permanent Workers	1120	440*	39	1168	486	42
Male	1120	440	39	1168	486	42
Female	0	NA	NA	NA	NA	NA

\* Membership of workers in association or unions exists only in Pune plant. Out of total 444 permanent workers in Pune, only 440 are part of unions as rest 4 have newly joined and are undergoing probation period.

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

Category	FY 2023 (Current Financial Year)					FY 2022 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	477	450	94	448	94	426	414	97	392	92
Female	19	15	79	15	79	13	13	100	13	100
<b>Total</b>	<b>496</b>	<b>465</b>	<b>94</b>	<b>463</b>	<b>93</b>	<b>439</b>	<b>427</b>	<b>97</b>	<b>405</b>	<b>92</b>
<b>Workers</b>										
Male	3027	1729	57	646	21	3011	1911	63	742	25
Female	26	13	50	0	0	24	12	50	0	0
<b>Total</b>	<b>3053</b>	<b>1742</b>	<b>57</b>	<b>646</b>	<b>21</b>	<b>3035</b>	<b>1923</b>	<b>63</b>	<b>742</b>	<b>24</b>

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

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	477	431	90	426	401	94
Female	19	12	63	13	12	92
<b>Total</b>	<b>496</b>	<b>443</b>	<b>89</b>	<b>439</b>	<b>413</b>	<b>94</b>
<b>Workers*</b>						
Male	3027	735	24	3011	676	22
Female	26	Nil	Nil	24	Nil	Nil
<b>Total</b>	<b>3053</b>	<b>735</b>	<b>24</b>	<b>3035</b>	<b>676</b>	<b>22</b>

\* Performance and career development reviews for workers are conducted on an annual and triennial basis for Bharuch and Pune, respectively, hence the review values here are for Bharuch only.

**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, what is the coverage of such a system?**

Yes, we have implemented an occupational health and safety management system with 100% coverage for all employees including contractual labour.

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

We ensure identification of work-related hazards through a regular inspection and risk identification process including safety audits, job safety analysis and hazard identification and risk assessment (HIRA). The key work-related hazards identified through the inspections are chemical handling hazards, noise hazards, mechanical hazards, ergonomics hazard and electrical hazards. The HIRA sheet lists all work activities, both routine and non-routine, and basis the risk rating, appropriate control mechanisms are implemented. Mentioned below is the overview of the process for assessing the risks:

1. Daily safety sampling round.
2. Identify potential hazards and risk factors that could cause harm.
3. Examine and assess the risk posed by the indicated hazard; and
4. Choose the best ways to apply the hierarchy of controls for risk management.

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

Yes, we provide training and raise awareness among employees and workers regarding the identification of hazards and the procedures for reporting them. We have implemented well-defined protocols that enable our workforce to report work-related hazards and protect themselves from such risks. Various reporting mechanisms, including dedicated forms, direct communication with supervisors, and the Health and Safety department, are available to the workforce. Additionally, a safety observation tool is available, which is accessible to all the employees to report any unsafe condition/near miss/other safety observation and take action to remove themselves from the danger and inform supervisors or follow established evacuation procedures.

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

Yes, we are committed towards the health of our employees and their wellbeing by providing accessible medical services which include annual periodical health check-ups for all employees across both plants. Some of our medical services include:

1. Health Insurance: All our employees are covered under the health insurance policy. This coverage extends to the employee and their immediate family members, providing financial support for medical expenses in the event of illness or injury. This ensures that employees have access to necessary medical treatments and services outside of work-related incidents.
2. Accident Insurance: We also offer accident insurance coverage to our employees. This coverage provides financial protection in case of accidents resulting in disability or loss of life. It offers additional support to employees and their families during unforeseen circumstances.
3. Dispensary facility: We have medical dispensary at both Bharuch and Pune plant, which functions as clinic and emergency first aid facility which include general medical consultations, preventive care, vaccinations, and treatment for common illnesses and injuries. These clinics also have arrangements with specialists or hospitals for referrals and further medical care, if needed.

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

Safety Incident/Number	Category	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.57
Total recordable work-related injuries	Employees	0	0
	Workers	0	4
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.**

We have established a Safety Committee which ensures effective implementation of Occupational Health and Safety (OHS) management system, safety trainings, and safety awareness program for our employees. We circulate safety manuals, safety bulletins, health guides, fire manuals, and general “do’s and don’ts” to all our employees, workers in the premises as part of the training and awareness activities. The “Occupational Health Prevention Guide” safety manual is distributed to workers and employees at all levels in regional languages. We also conduct theme-based safety campaigns and promote active participation of our workforce in annual safety week celebrations. In order to understand their concerns and take any recommendations into consideration, we actively communicate with our staff on safety-related issues.

The Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), and Hazard and Operability Analysis (HAZOP) initiatives cover all the employees and workers. We always try to eliminate the hazard through selection of safe machineries & materials. We have applied engineering safeguards, interlocks, and artificial intelligence. Additionally, our emphasis on hygiene and sanitation has helped to formulate a WASH Committee to ensure availability of safe drinking water, accessibility to good sanitation and hygienic practices at both the plants and colonies. All employees and workers have access to personal protective equipment (PPE) to evaluate the effectiveness of health hazard control measures. We take all necessary precautions to reduce the risks by offering regular training, posting warning signs at hazard prone areas, and scheduling regular medical examinations.

**13. Number of complaints on the following made by employees and workers.**

	FY 2023 (Current Financial Year)			FY 2022 (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	No such complaints have been received in the current and previous year.					
Health & Safety						

**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	Internally assessed by the respective location’s administration team.

**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.**

We strive to ensure safety of the workplace and all safety related risks are mitigated and addressed effectively. To ensure efficient corrective action, we also conduct safety surveys, workplace monitoring, exposure assessments pertaining to noise, dust, fumes and gases.

There were no Lost Time Injuries reported in the current financial year. However, for other safety related incidents or the risks arising from the assessments of working conditions, we have implemented few corrective actions or preventive measures as detailed under:

1. We have implemented dedicated processes that encourage personnel to promptly report any near-miss accidents, recordable incidents, or work-related illnesses. This ensures that potential hazards are identified and addressed in a timely manner.
2. Installation of a fall protection system to mitigate incidents pertaining to fall from heights.
3. Internal and external audits have been conducted to assess our safety-related data and practices. These audits serve as a vital component of our Occupational Health and Safety (OHS) management system, enabling us to identify any gaps or areas for improvement.
4. Critical electrical panels are equipped with CO2 flooding systems and all transformers are equipped with nitrogen flooding systems to safeguard against any electrical fires, ensuring the safety of our employees and the protection of our facilities.
5. Machine guards have been installed to provide enhanced protection to workers, effectively shielding them from rotating parts and sharp edges of various equipment.
6. To address the issues of hoist failure, a cage has been provided with a door interlocked with a hoist motor; and
7. Anti-skid plates have been installed on all staircases to avoid mishaps due to slippery floors.

**Leadership Indicators**

**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).**

Yes, we have life insurance benefits for employees and accident insurance benefits in place for both employees and workers.

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

We emphasize over the importance of compliance through interactions with our value chain partners. Supplier’s Code of Conduct requires the vendors to know and follow all applicable laws and have awareness of any legal or regulatory changes that may impact their operations. We also perform online checks on the Goods and Services Tax (GST) returns or deposit proofs of PF and ESI provided by the contractors or third parties.

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 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 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)	FY 2023 (Current Financial Year)	FY 2022 (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.

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 conditions	Currently we do not assess our value chain partners for health & safety and working conditions.
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.

Not applicable, as assessment is not carried out for the value chain partners.

**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.

Stakeholder engagement is crucial to our business and value chain as it considers the importance of fostering good relationships with our stakeholders. Through the process of stakeholder engagement, we are able to understand the needs and expectations of our stakeholders more effectively that helps in prioritizing the business strategies. We follow an extensive process for identifying and engaging with our stakeholders based on the influence the business has on various environmental, economic and social aspects. A stakeholder exercise was conducted to analyze the expectations, gaps, enhance the Company's key ESG or sustainability initiatives and efforts and thereby create opportunities for achievement of sustainability goals.

Our approach towards stakeholder engagement was as follows:

1. Identification and prioritization of relevant stakeholders
2. Identification of the most efficient mode of engagement with relevant stakeholders
3. Collection of responses from key stakeholders and business leaders through the selected mode of engagement and collation of the responses received for improved analysis
4. Analysis of feedback and opinions received for identification of those sustainability topics which are material to the business
5. Prioritization of material sustainability topics for creating a materiality matrix which is crucial for the growth of business and creation of value for all stakeholders.

**2. 1st stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Government and Regulators	No	Official correspondence, Meetings and Consultations, Correspondence Regulatory reporting, Regulatory Submissions, Regulatory Portals and platforms, Website	As and when required	Pre-project approval, ongoing compliances, issue resolutions, transparency and reporting, collaboration, and consultation, building trust and credibility
Employees	No	Emails and meetings, training programs, Intranet portals, performance appraisal reviews and grievance redressal mechanism	Continuous	HR and internal policy-related matters and matters related to the well-being of the employees, performance of the company, important announcements, procedures, and other relevant information.
Investors	No	Annual general meeting, annual reports, Notices, Newspapers, E-mail, telecalls, Website and regular business interactions	Quarterly or Annually	Cultivate trust, improve transparency, obtain access to capital, influence shareholders, and fulfil mandatory regulatory requirements.
Customers	No	Direct Contact, Online Platforms, Emails, Phone, Survey and feedback forms, social media platforms, Website	Continuous	Pre-sales inquiries, project updates, post-sales support, understanding the demand and needs, feedback and surveys, building relationships and trust, resolving complaints and issues
Contract Labour	Yes	Direct contact, Helpline number, suggestion box, and meetings	Continuous	Safe working environment, timely and fair payment of compensation
Rating Agencies	No	Emails, Website	Annually	Timely disclosure of corporate and business performance information
Communities	Yes	Community Meetings, Outreach programs, Website	As and when required	Establish positive relationships, Address community concerns, community development, promote social responsibility
Supply chain Partners	No	Emails, phone, direct in-person meetings, website and stakeholder engagement surveys	Continuous	Supplier selection and evaluation, business operations-related matters, to enhance collaboration and innovation, explore opportunities for process improvements, contract negotiations, and cost optimization.
Future Generation	No	Social media, Job interview interactions	Continuous	Protect environment, Transparency in communication, Be a responsible organisation

### Leadership Indicators

- 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.**

Engagement and consultation with stakeholders on various topics are delegated by the Board and governed as per the operating policies of the Company. Feedback from such consultations is provided to the Board on a periodic basis through Board Meetings or Committee Meetings.

- 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, stakeholder consultation is used to support the identification and management of environmental and social topics. We actively seek input from stakeholders on these issues and incorporates their suggestions into our policies and activities. Through these consultations, we reaffirm our ongoing priorities related to the identified material topics. The inputs received from stakeholders play a crucial role in shaping our approach to environmental and social matters, ensuring alignment with stakeholder expectations, and enhancing the overall sustainability of our operations.

- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

As part of our corporate responsibility agenda, we engage with our communities which also includes vulnerable or marginalized groups on a regular basis and the modes of engagement are panchayat meetings, understanding problems with village sarpanch, public hearing and even direct meetings in some instances. Inputs received from people during these meetings are considered for channelizing our resources, we drive numerous projects to benefit various sections of the community. During the reporting period schools were upgraded by providing toilets, classrooms, clean drinking water, benches, theme painting, playgrounds, compound walls etc. to uplift the educational infrastructure and provide quality education. Additionally, we are working towards empowering marginalized girls/women to become leaders in their community, reduce school drop-out rate for girls through funding and installation of feminine hygiene facilities etc. We also support the holistic development of villages with focus on increasing accessibility to basic requirements and enhancing rural infrastructure for upliftment of the community. Efforts made in water management for neighboring districts have assisted in making available water for drinking and irrigation throughout the year.

### Principle 5: Businesses should respect and promote human rights.

### Essential Indicators

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

Category	FY 2023 (Current Financial Year)			FY 2022 (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	470	0	0	427	0	0
Other than permanent	26	0	0	12	0	0
Total employees	496	0	0	439	0	0
<b>Workers</b>						
Permanent	1120	0	0	1168	0	0
Other than permanent	1933	0	0	1867	0	0
Total Workers	3053	0	0	3035	0	0



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

Category	FY 2023 (Current Financial Year)					FY 2022 (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	455	Nil	Nil	455	100	414	Nil	Nil	414	100
Female	15	Nil	Nil	15	100	13	Nil	Nil	13	100
<b>Other than Permanent</b>										
Male	22	Nil	Nil	22	100	12	Nil	Nil	12	100
Female	4	Nil	Nil	4	100	0	Nil	Nil	0	100
<b>Workers</b>										
<b>Permanent</b>										
Male	1120	Nil	Nil	1120	100	1168	Nil	Nil	1168	100
Female	Nil	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Other than permanent</b>										
Male	1907	1044	55	863	45	1843	940	51	903	49
Female	26	13	50	13	50	24	12	50	12	50

**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
Board of Directors (BoD)	4	10,23,750	2	9,47,500
Key Managerial Personnel*	2	93,40,343	Nil	Nil
Employees other than BoD and KMP	452	6,23,065	15	4,67,797
Workers	1120	3,30,479	Nil	Nil

\*It does not include Managing Director (Key Managerial Personnel), as the same is covered under above head i.e., 'Board of Directors'.

**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, the HR department addresses issues pertaining to human rights.

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

We aim to ensure expeditious redressal of grievances of all stakeholders to reduce conflict and strengthen relationships with the stakeholders. In the process of grievance redressal, the object is to demonstrate the highest degree of probity, accountability, fairness, transparency, equitable, unbiasedness and procedural accuracy. We ensure that the mechanism will be easily accessible to stakeholders and resolution based on dialogue and discussion.

In addition to the internal mechanisms, we have implemented a whistle-blower system that enables employees to report potential violations of human rights or any other misconduct. This system allows employees to notify management about any concerns they may have, providing an additional avenue for addressing human rights issues and ensuring a culture of transparency and accountability.

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

	FY 2023 (Current Financial Year)			FY 2022 (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	1	1	Complaint has been disposed of within the prescribed timelines, after the end of the reporting period i.e., 31 <sup>st</sup> March, 2023, before the date of this report.	No Complaints received during the year		
Discrimination at workplace	No Complaints received during the year			No Complaints received during the year		
Child Labor						
Forced Labor/Involuntary Labor						
Wages						
Other human rights related issues						

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

We are committed towards creating a workplace which is free from all kinds of discrimination and harassment and ensure a healthy working environment for all the employees and workers irrespective of caste, gender, religion, disabilities, and any other forms of discrimination. We have formulated a Prevention of Sexual Harassment (POSH) Policy in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, which aims to ensure effective redressal of grievances pertaining to sexual harassment. The complainant has to lodge a complaint with the internal committee (IC) who then takes necessary steps to ensure that the complainant is provided with the adequate redressal.

Some mechanisms to prevent adverse consequences to the complainant are:

Interim Relief: On a complainant’s written request, the committee may, while the inquiry is ongoing, make recommendations to management for implementing the following:

1. Transfer the complainant or respondent to any other place of employment.
2. Give the complainant additional three months of leave other than the entitled ones.
3. Prevent the respondent from evaluating the complainant’s performance at work.

Appeal Procedure: The complainant may file an appeal before the proper court of law or tribunal as prescribed by the government for the time being in effect if they are dissatisfied with the resolution of their complaint and/or the action taken by Unit IC or the Business IC.

**8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes.

**9. Assessments of the year**

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

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

There were no significant risks or concerns arising from the assessments stated in question 9 above. We are in compliance with all applicable regulations pertaining to human rights and have also formulated a Human Rights Policy which outlines the commitment of the organization towards human rights. The policy is applicable to all employees and highlights our stance on zero-tolerance of any violations of human rights related aspects.

**Leadership Indicators**

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

We have a human rights policy in place and the same is compliant with all mandated regulations pertaining to human rights. We ensure grievance redressal through the whistle-blower and POSH policy. However, through our recently formulated human rights policy, the aim is to align our existing policies with certain human rights aspects applicable to our labor practices, including freedom of association, equal remuneration, land acquisition, supply chain management. We have also established a robust grievance redressal mechanism for addressing human rights impacts and violations.

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

No separate human rights due diligence was conducted besides the internal assessments during the current financial year.

**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, we believe in accessibility for all and our premises are accessible to differently abled visitors.

**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	We currently do not assess any of our value chain partners for human rights issues.
Discrimination at workplace	
Child labor	
Forced/involuntary labor	
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.**

Not Applicable.

**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:**

Parameter	Unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total electricity consumption (A)	GJ	7,78,090.71	8,23,639.91
Total fuel consumption (B) (Self generation)	GJ	6,48,008.33	5,86,370.21
Energy consumption through other sources (C)	GJ	Nil	Nil
Total energy consumption (A+B+C)	GJ	14,26,099.04	14,10,010.12
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	(GJ/₹Lacs)	6.88	6.72
Energy intensity (optional) - the relevant metric may be selected by the entity	(GJ/MT)	20.45	19.90

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.**

As per Bureau of Energy Efficiency (BEE) guidelines, for Pune plant we are declared as designated consumer (DC) under Performance, Achieve and Trade (PAT) Scheme. We have successfully achieved PAT cycle 1 targets and received 1,395 no's ESCerts. For PAT cycle 2, ESCerts declared on negative side due to formulae error. The said matter has been taken, through consultant, to BEE to sort out issue.

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water:	0	0
(ii) Groundwater	4,13,795	4,50,018
(iii) Third party water	3,71,347	4,25,584
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>7,85,142</b>	<b>8,75,602</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>7,85,142</b>	<b>8,75,602</b>
Water intensity per rupee of turnover (Water consumed / turnover) (KL/₹Lacs)	3.79	4.17
Water intensity (optional) - (Water consumption/Ton of production. KL/MT)	11.26	12.36

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, we have established an Effluent Treatment Plant (ETP) at both our plants with capacity of 4042m<sup>3</sup>/ day for waste-water treatment and is using 100% of the wastewater post the treatment for processes and gardening purposes in the plant achieving zero liquid discharge. Also, we have installed Reverse Osmosis plant along with Multi-effect Evaporator (MEE)/ Agitated Thin Film Dryer (ATFD) at our Bharuch plant for further purification and use of such water in process itself, which will be operational in the ensuing year.

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

Parameter	Please specify unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
NO <sub>x</sub>	MT	54.14	41.94
SO <sub>x</sub>	MT	35.43	36.15
Particulate Matter (PM)	MT	39.71	46.99
Persistent Organic Pollutants (POP)	-	NA	NA
Volatile organic Compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others- please specify	-	NA	NA

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) & its intensity, in the following format:

Parameter	Unit	FY 2023 (Current Financial Year)	FY 2022 (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	14,691.32	17,819.72
<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	1,62,169.67	1,86,110.33
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Total Scope emissions(tCO <sub>2</sub> e)/total revenue (₹Lacs)	0.85	0.97
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) - the relevant metric may be selected by the entity	Total Scope emissions/Total production (tCO <sub>2</sub> e/MT)	2.54	2.88

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 Greenhouse Gas emissions? If yes, then provide details.

Yes, we have taken several initiatives to reduce our carbon emissions and ensure minimal environmental impact through adoption of renewable energy sources for steam and heat production.

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<b>Total Waste generated (metric tonnes)</b>		
Plastic waste (A)	698.93	783.52
E-waste (B)	3.04	3.01
Bio-medical waste (C)	0.05	0.02
Construction and demolition waste (D)	10,593	4,614
Battery Waste (E)	0.56	0.25
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	2,126.96	1,916.37
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., Boiler Ash produced)	7,400	6,075
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>20,822.54</b>	<b>13,392.17</b>

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (metric tonnes)		
Category of waste	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
(i) Recycled	2,410.86	2,212.81
(ii) Re-used	4.03	1.40
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	<b>2,414.89</b>	<b>2,214.21</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
(i) Incineration	39.83	22.74
(ii) Landfilling	75.05	166.74
(iii) Other disposal operations (This also includes construction debris and Boiler ash)	18,292.78	10,988.49
<b>Total</b>	<b>18,407.66</b>	<b>11,177.97</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 waste management practices adopted by the Company are summarized below:

1. Lube oil and waste oil is sold to recyclers,
2. The contaminated containers and discarded liners/bags are sold to registered recyclers operating a decontaminated facility
3. ETP/WTP/Insulation waste is sent to government approved landfilling site
4. Biomedical Waste is sent to government approved common incineration facility
5. Electronic Waste is sold to the government registered recyclers
6. Batteries are purchased on a buy-back basis, so all scrap batteries are taken back by the vendors.
7. The chips, polymer lumps & yarn wastes are depolymerized and used to manufacture finished goods
8. Dipping Waste is given to Co-processing units.

There is no usage of hazardous and toxic chemicals in our products and processes, hence there is no strategy or practice available that will be applicable for managing such waste.

**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.
No, we do not have any offices and plants located in/around ecologically sensitive areas.			

**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
No environmental impact assessments of the projects were done during the current reporting period.					

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 boards or by courts	Corrective action taken if any
Yes, we affirm towards compliance with applicable environmental laws mandated by the government authorities and has not been subjected to any penalties or corrective actions from regulatory authorities.				

### 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 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption in GJ (A)	39,087.91	28,530.97
Total fuel consumption in GJ (B)	4,13,140.11	3,00,372.4
Energy consumption through other sources in GJ (C)	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C) in GJ</b>	<b>4,52,228.02</b>	<b>3,28,903.34</b>
<b>From non-renewable sources</b>		
Total electricity consumption in GJ (D)	7,39,002.80	7,95,108.94
Total fuel consumption in GJ (E)	2,34,868.23	2,85,997.81
Energy consumption through other sources in GJ (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F) in GJ</b>	<b>9,73,871.03</b>	<b>1,081,106.75</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:

We have Zero Liquid Discharge (ZLD) at both the locations.

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
<b>(i) To Surface water</b>		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
<b>(ii) To Groundwater</b>		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
<b>(iii) To Seawater</b>		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
<b>(iv) Sent to third parties</b>		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
<b>(v) Others</b>		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
<b>Total water discharged (in kiloliters)</b>	<b>Nil</b>	<b>Nil</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.

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

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

- (i) Name of the area: Not Applicable
- (ii) Nature of operations: Not Applicable
- (iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others (Recycled) Recovered water from Treated Effluent	NA	NA
Total volume of water withdrawal (in kiloliters)	NA	NA
Total volume of water consumption (in kiloliters)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>Total water discharged (in kiloliters)</b>	<b>NA</b>	<b>NA</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.



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

Parameter	Unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total Scope 3 emissions (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	NA	NA
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA

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.**

Not Applicable as we do not have operations in ecologically sensitive 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:**

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Energy Reduction Initiatives	<ol style="list-style-type: none"> <li>Established an Energy Conservation Cell to set internal targets and monitor performance of various projects</li> <li>Adoption of renewable energy sources for heating, steaming and cooling processes</li> <li>Steam Consumption Optimization</li> <li>Fuel saving projects at Bharuch and Pune plants</li> </ol>	<p>Energy consumption from renewable sources increased by 37.5% as compared to last reporting period.</p> <p>Investing in energy reduction initiatives, we were able to save 4,632 kW/day of energy in the current reporting period. This translates to an annual energy saving of ₹203.6 lacs.</p>
2.	Emission Reduction Initiatives	<ol style="list-style-type: none"> <li>Maximum reduction in usage of LDO and increased the usage of Biomass (Briquette).</li> <li>Discontinued labour and energy intensive two step mono yarn production at Pune plant started with one step mono yarn process resulted in significant energy reduction and increased manhour efficiency.</li> <li>Replacement of Ozone Depleting Substance (ODS) refrigerants with Non-Ozone Depleting Substance</li> </ol>	<p>We were able to reduce carbon intensity (GJ/MT) by 11.90% as compared to last year.</p> <p>Total GHG emissions reduced by 13.27% as compared to last reporting period.</p>
3.	Waste Management Practices	<ol style="list-style-type: none"> <li>Reuse of packaging material</li> <li>Recycling of the generated nylon waste and converting it to Caprolactam</li> <li>Conversion of green waste to manure for gardening purposes</li> </ol>	<p>We were able to recycle 85% of the total hazardous waste generated and only 15% was sent to co-processing, pre-processing, landfilling incineration etc.</p>
4.	Water Conservation practices	<ol style="list-style-type: none"> <li>Adoption of 3R Approach - Reuse, Recycle, Reduce for effective water management</li> <li>Zero Liquid Discharge (ZLD) unit with a designed capacity of 2042 m<sup>3</sup>/day, ensuring zero wastewater generation</li> <li>Installation of Paddle dryer to the ETP has helped reduce moisture content in sludge.</li> </ol>	<p>Reduced water consumption by 10.33% as compared to last reporting period.</p> <p>Achieved Zero wastewater discharge.</p>

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5.	Biodiversity Management Practices	<ol style="list-style-type: none"> <li>We have dedicated 52% of our Bharuch plant and 33% of our Pune plant area for plantation and green belt development which promotes planting various herbs and flora.</li> <li>We have Installed 19 groundwater recharging borewells with depth of 80 meters at Bharuch plant.</li> </ol>	<p>Supporting flora and fauna</p> <p>All 19 borewells combined will be able to recharge groundwater by an impressive 246,240 cubic meters every year.</p>

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

Yes, we have an onsite emergency action plan in place which covers all natural and man-made disasters like fire explosion, release of toxic chemicals, structure collapse and other emergencies the objective of this comprehensive plan is to handle emergencies by considering the likelihood of different incidents. The plan aims to quickly control and minimize the impact of incidents, ensuring the safety of employees, as well as protecting property and the environment. It involves defining the roles and responsibilities of employees during emergencies, this plan also focuses on the safe rehabilitation of affected areas and the restoration of normalcy, ensuring the safety of personnel before resuming work. By integrating business continuity and disaster management into our operations, we strive to build resilience, adaptability, and sustainable growth, ensuring ability to navigate unforeseen challenges and contribute to a better tomorrow.

**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?**

We have not observed any adverse impacts on the environment from the suppliers. Also, we check for ISO:14001 certification which makes our critical suppliers compliant of all the environmental laws.

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

Bharuch Plant assessed 15.62% and Pune plant assessed 14.58% of its value chain partners for environmental impacts.

**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**

There are 7 associations.

**b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	The Synthetic & Rayon Textiles Export Promotion Council	National
2	Association of Synthetic Fibre Industry (ASFI)	National
3	Indian Technical Textile Association (ITTA)	National
4	Mahratta Chamber of Commerce Industries and Agriculture, Pune (MCCIA)	State
5	Federation of Gujarat Industries	State
6	Jhagadia Industries Association	State
7	Nylon Spinners association	State
8	Gujarat Employers' Organisation	State

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable, as we do not have any adverse orders against issues related to anti-competitive conduct during the current financial year.		

#### 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 the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
We have not advocated public policy positions in the current financial year.					

#### Principle 8: Businesses should promote inclusive growth and equitable development

#### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
We have not conducted any Social Impact Assessments projects in the current financial year.					

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)
NA.						

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

We are informed of any grievances from communities through face-to-face meetings. We decide the focus areas based on the requirements or recommendations received by the general public through nearby panchayat and trusts. In addition to this, we also have grievance redressal mechanism that covers all our stakeholder including communities in which we operate.

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

	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	4.62	3.52
Sourced directly from within the district and neighboring districts	40.53	34.54

### 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
We have not conducted any Social Impact Assessments projects in the current financial year	

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 (₹)
1	Gujarat	Narmada	20.74 Lacs

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

No, we do not have a preferential procurement policy in place. However, we are also purchasing raw material from MSME and small producers.

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

We are sourcing raw material from MSME and small producers but we have not sourced from marginalized or vulnerable groups in the current financial year.

- (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
We have not applied and acquired intellectual properties in the current financial year				

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
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project*	No. of persons benefited from CSR Projects (Approx.)	% Of beneficiaries from vulnerable and marginalized groups
1	Vocational Training Project: Establishment of computer lab for students to explore, create and build digital literacy	320	Most of the CSR activities and projects undertaken by us are specifically targeted towards benefiting vulnerable and marginalized groups in society. However, presently it is challenging to provide an accurate percentage of beneficiaries from these groups.
2	Poshanvahini Project for strengthening Anganwadi centers	650	
3	Shikshasathi Project	3,279	
4	Kanya Kelvani & Praveshotsav Project	1,500	
5	Supply of school essentials to 10 Schools	850	
6	Renovation of Anganwadi - Kaliyapura Village	25	
7	Eye Checkup Camps- 35 villages	2,493	
8	Women health check-up camps	112	
9	Drinking water facility - Chiller	10,000	
10	Financial assistance for construction of residential building for orphan students.	75	

\* This list highlights some of our major projects and our integrated report constitutes details on each CSR activity and it is also available on the Company's website.

**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.**

The complaints/feedback received are acknowledged by our Technical Marketing team. It is then shared with the concerned function. Upon investigation, responses to the complaints/feedback are provided as per the requirements of the customer.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	No complaints received during the year			No complaints received during the year		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						

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

	Number	Reasons for recall
Voluntary recalls	NIL	
Forced recalls		

**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, refer <https://www.centuryenka.com/privacy-policy.html> for details of the policy

**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 consumers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

Not Applicable, as there were no complaints received for mentioned topics during the current reporting period.

## Leadership Indicators

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

A brief information about our products and services is given on the website and is also available in detail in our annual reports which are available on the website and can be accessed at <https://www.centuryenka.com>.

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

Based on the requirements of the customers, our technical and Marketing personnel interact with various customers for creating awareness about proper usage and technical description of the products .

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

We do not fall into the category of essential services hence it is not applicable to us.

**4.i. 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.**

No.

**4.ii. Did your entity carry out any survey about 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, we carry out customer satisfaction surveys, where we have customer feedback forms which captures all the related information including quality, pricing, availability and after sales services on an annual basis for NTCF customers and semi-annual basis for NFY customers, all the received data is collated and analysed for further enhancing customer satisfaction. For further details please refer to 'Building relationship with customers' section in social & relationship capital of integrated report.

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

**a. Number of instances of data breaches along with impact.**

No.

**b. Percentage of data breaches involving personally identifiable information of consumers**

NA.

**Closing Statement:**

With this Business Responsibility and Sustainability Report, we are committed to providing valuable insights and information on our non-financial performance, showcasing the dedication to responsible business practices and sustainability. The report serves as a transparent and comprehensive source of information, enabling stakeholders to gain a deeper understanding of our initiatives and progress in key areas.

We at Century Enka Limited recognize the importance of continuous improvement in reporting practices and aim to enhance our reporting standards. By doing so, we intend to offer even more comprehensive and transparent information in future reports, ensuring that stakeholders have access to accurate and relevant data to make informed decisions. Our ultimate goal is to empower stakeholders, including investors, customers, employees, communities, and regulatory bodies, to actively engage with us and participate in our collective endeavour to build a better tomorrow. By providing comprehensive information and fostering open dialogue, we aim to create a collaborative environment where stakeholders can contribute their perspectives, insights, and feedback, thereby strengthening our sustainability efforts.

We are committed to fostering meaningful dialogue, listening to stakeholder expectations and concerns, and incorporating their feedback into our decision-making processes. By building strong relationships and partnerships, we strive to create a positive impact on society and the environment, driving sustainable development and contributing to a better future for our stakeholders.