

Regd. Office : Survey No. 873, Village : Santej, Tal.: Kalol, Dist.: Gandhinagar. Pin : 382721 Phone : (02764) 286327, (M) : 94273 58400  
Administrative Office : 1104-1112, ELITE, Nr. Shapath Hexa Opp. Kargil Petrol Pump, Nr. Sola Bridge S.G. Highway, Ahmedabad-380060  
Phone : 079-29700574, 40026268, M: 9427320474, Email : info@euro7000.com, CIN: L24229GJ1993PLC020879

Date: 06.09.2024

To,  
**BSE Limited**  
Floor- 25, P J Tower,  
Dalal Street,  
Mumbai 400 001

**SCRIP CODE: 514448**

Dear Sir,

**Sub: Business Responsibility and Sustainability Report for the financial year 2023-24**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed the Business Responsibility and Sustainability Report which forms an integral part of the Annual Report for the financial year 2023-24.

This is for your information and records.

Thanking You,

Yours faithfully,

**For Jyoti Resins and Adhesives Limited**

**Utkarsh Patel**  
**Managing Director**  
**DIN: 02874427**

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

<b>I. Details of the listed entity</b>	
1. Corporate Identity Number (CIN) of the Listed Entity	L24229GJ1993PLC020879
2. Name of the Listed Entity	JYOTI RESINS AND ADHESIVES LIMITED
3. Year of incorporation	17.12.1993
4. Registered office address	Survey No.873, Opp. Anand Healthcare, Ranchhodpura Road, Santej, Taluka Kalol, Gandhinagar – 382 721
5. Administrative address	1104-1112, Elite, Nr. Shapath Hexa, Nr. Sola Over Bridge, S G. Highway, Ahmedabad – 380 060
6. E-mail	<a href="mailto:info@euro7000.com">info@euro7000.com</a>
7. Telephone	02764-286327
8. Website	<a href="https://www.euro7000.com/">https://www.euro7000.com/</a>
9. Financial year for which reporting is being done	2023-24
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited
11. Paid-up Capital	Rs. 12,00,00,000/- (1,20,00,000 Equity Shares of Rs. 10/- each)
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Tejal Varde, Company Secretary & Compliance Officer, Phone: 02764-286327 E-mail – <a href="mailto:info@euro7000.com">info@euro7000.com</a>
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis

### II. Products/services

<b>14. Details of business activities (accounting for 90% of the turnover)</b>			
S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing of Adhesives	Manufacturing and Selling of Wood Adhesives	100%

<b>15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):</b>			
S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacturing of adhesives.	20295	100%

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### III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:			
Location	Number of plants	Number of offices	Total
National	1	1	2
International	0	0	0

17. Markets served by the entity:	
a. Number of locations	
Locations	Number
National (No. of States)	13
International (No. of Countries)	0
b. What is the contribution of exports as a percentage of the total turnover of the entity?	0%.
c. A brief on types of customers	The Company has wide range of retail customers which uses our products in various wood-based products.

### IV. Employees 9 pay roll

18. Details as of the end of 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)	487	478		9	
2.	Other than Permanent (E)	77	77	-	-	-
3.	Total employees (D + E)	564	555		9	
<b>WORKERS</b>						
4.	Permanent (F)	69	59		10	
5.	Other than Permanent (G)	27	16		11	
6.	Total workers (F + G)	96	75		21	

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

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<b>19. Participation/Inclusion/Representation of women</b>			
	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	3	0	0%

<b>20. Turnover rate for permanent employees and workers</b>									
	FY 2023-24 (Turnover rate in current FY)			FY 2022-2023 (Turnover rate in previous FY)			FY 2021-2022 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16%	0%	16%	17%	0%	17%	15%	0%	15%
Permanent Workers	4%	0%	4%	5%	1%	6%	4%	0%	4%

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

<b>21. (a) Names of holding / subsidiary / associate companies / joint ventures</b>				
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)
Nil				

**VI. CSR Details**

<b>22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)</b>	Yes
<b>(ii) Turnover (in Rs.) (In Lakhs)</b>	26412.00
<b>(iii) Net worth (in Rs.) (In Lakhs)</b>	16624.00

## VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:							
Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2023-24 Current Financial Year			FY 2022-23 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	0	0	-	0	0	<a href="https://euro7000.com/investor-relations/">https://euro7000.com/investor-relations/</a>
Investors (other than Shareholders)	Yes	0	0	-	0	0	
Shareholders	Yes	10	0	-	10	0	
Employees and Workers	Yes	0	0	-	0	0	
Customers	Yes	0	0	-	0	0	
Value Chain Partners	Yes	0	0	0	0	0	
Other (please specify)	-	-	-	-	-	-	

24. Overview of the entity's material responsible business conduct issues						
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						
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	Corporate governance and risk management	Opportunity	To enhance corporate governance practices by establishing board-level priorities. The Company's directors oversee management activities to actively contribute to the enhancement of shareholder value.	-	Positive	

2	Management of hazardous chemicals	Risk	Proper handling of hazardous chemicals is essential to reduce health and safety risks and lower environmental impacts.	We understand the importance of reducing our carbon footprint and take our responsibility to the environment seriously. Our company is committed to implementing sustainable practices and continually strives to reduce energy consumption through the adoption of new technologies.	Negative
3	Environment	Opportunity	The Circular Economy model of production and consumption emphasize and promote the reuse, refurbishment, and recycling of materials and products already in existence. Transition to circular economy can reduce the material consumption during the production.	<ul style="list-style-type: none"> <li>The Company has taken several initiatives to reduce the impact of GHG emissions by adopting measures on renewable energy sources, water reduction/conservation and waste reduction.</li> <li>The Company has established systems and processes to monitor emerging regulations, incidents, and developments, and to assess their applicability for compliance purposes.</li> </ul>	Negative
4	Plastic Packaging	Risk	<p>The regulatory changes in Plastic Waste Management Rules requires-</p> <ul style="list-style-type: none"> <li>Reduce virgin plastic consumption by including recycled plastic in plastic packaging.</li> <li>Recycle &amp; Reuse the plastic packaging that is put into market.</li> </ul>	<p>The Company is taking several initiatives including -</p> <ul style="list-style-type: none"> <li>To optimize the packaging and reduce virgin plastic usage.</li> <li>To utilize Post Consumer Recycled (PCR) plastics in packaging to promote circularity.</li> <li>To reuse rigid plastic packaging.</li> </ul>	Negative
5	Occupational health and safety	Risk	The Company's operation has inherent health and safety hazards. Proper process safety management and controls are required to eliminate / minimise any potential health and safety hazards/ risks.	The Company is committed to the Occupational Health & Safety of all across its value chain with a goal of 'Zero Harm'.	Negative
6	Community development	Opportunity	The Company is a firm believer in the inclusion of the community in which it operates, thereby providing direct economic and social growth for all its stakeholders.		Positive

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.									
Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
b. Has the policy been approved by the Board? (Yes/No)					Yes				
c. Web Link of the Policies, if available	<a href="https://euro7000.com/investor-relations/">https://euro7000.com/investor-relations/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3. Do the enlisted policies extend to your value chain partners? (Yes/No)					Yes				
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our organization understands the importance of Setting benchmarks to measure progress in attaining all principles of the NGRBC. we pledge to put into action a robust and efficient ESG strategy that guarantees sustainability and generates lasting value for all stakeholders. We are committed to improving our ESG practices and outcomes, and we eagerly anticipate sharing our advancements in the future.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.					NA				

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**7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)**

At Jyoti Resins and Adhesives Limited, responsible business practices form the core of our strategic and business operations. As one of the leading wood-based adhesives, our emphasis is on consciously providing sustainable adhesive solutions.

Propelled by our ethos of creating sustainable solutions, our constant effort is directed towards maintaining the highest health and safety, quality and environmental standards. We understand that responsible business practices are crucial for long-term success of the organisation.

Our consistent effort is to align our business practices with the United Nation’s sustainable development goals for manufacturing responsibly and sustainably. As a responsible organisation, we engrained critical areas such as human rights, labour interests, environmental responsibility and anti-corruption initiatives in our practices. The core principles followed in our business operations are based on the 5Rs - recycling, replacement, reduction, renewables, and restoration. Apart from our green plantation initiative and water harvesting measures, our organisation has also registered for the Extended Producer Responsibility program, which showcases our dedicated efforts towards effective management of plastic waste.

Moreover, we place the utmost importance on the health and safety of employees. We conduct regular internal and external audits to ensure strict compliance with relevant regulations. We are also proud to be honoured by the Indian Chemical Council with a 'Responsible Care' certification.

We firmly believe in the principles of Corporate Governance which focusses on integrity, transparency and accountability for sustainable success in the longer term. For the betterment of the community, we actively participate in CSR activities, including contributions to organizations such as Gujarat Cancer Society and NGOs backing the good cause.

We will remain steadfast in our commitment to make meaningful contributions to the environment, society, and governance in future, as we strive for sustainable progress and impact.

<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Mr. Utkarsh Patel, Managing Director
<b>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</b>	The Company has set-up various Committees of the Board of Directors, and of Senior Executives to over sustainability-related dated issues such as Audit Committee, Risk Management Committee, Stakeholders Grievance Committee, Corporate Social Responsibility Committee.

10. Details of Review of NGRBCs by the Company:																			
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Performance against above policies and follow up action	Committee of the Board									Quarterly									



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10. Details of Review of NGRBCs by the Company:																			
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Performance against above policies and follow up action	Committee of the Board									Quarterly									

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<b>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</b>	Directors	Quarterly
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<b>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</b>	<b>P 1</b>	<b>P 2</b>	<b>P 3</b>	<b>P 4</b>	<b>P 5</b>	<b>P 6</b>	<b>P 7</b>	<b>P 8</b>	<b>P 9</b>
	External firms were engaged to review the systems and procedures related to safety and environment.								

<b>12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:</b>										
<b>Questions</b>	<b>P 1</b>	<b>P 2</b>	<b>P 3</b>	<b>P 4</b>	<b>P 5</b>	<b>P 6</b>	<b>P 7</b>	<b>P 8</b>	<b>P 9</b>	
The entity does not consider the Principles material to its business (Yes/No)	<b>Not applicable</b>									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)										
The entity does not have the financial or/human and technical resources available for the task (Yes/No)										
It is planned to be done in the next financial year (Yes/No)										
Any other reason (please specify)										

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

<b>Essential Indicators</b>			
<b>1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:</b>			
<b>Segment</b>	<b>Total number of training and awareness programmes held</b>	<b>Topics/ principles covered under the training and its impact</b>	<b>% age of persons in respective category covered by the awareness programmes</b>
<b>Board of Directors and Key Managerial Personnel</b>	8	Business operations / performance, new business initiatives, regulatory, risk indicators / mitigation plans, safety, ESG Matters, Compliances, and legal cases, business ethics and values, Code of Conduct, human rights, etc.	100%

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<b>Employees other than BoD and KMPs</b>	50	<b>Behavioural Training</b> (Skill development, personal finance, interpersonal relationship) <b>Functional Training</b> (Knowledge sharing, emergency response, machinery training, energy consumption, POSH, human rights, regulatory compliance, supply chain management) <b>Health &amp; Safety</b> (Hazop, JSA, fire-fighting etc.)	80%
<b>Workers</b>	40	General safety awareness, PPE use, emergency preparedness, fire training, electrical safety training, machinery training, risk management, good working practice, etc.	95%

**1. 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:**

<b>Monetary</b>					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Settlement</b>	-	NA	0	-	-
<b>Compounding fee</b>	-	NA	0	-	-
<b>Non-Monetary</b>					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	-	NA	-	-	
Punishment	-	NA	-	-	

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	NA

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

Though the Company does not have a dedicated Anti-corruption or Anti-bribery Policy, its operations are governed as per the Code of Conduct of the Company. The document is applicable to all the employees of the Company who must abide by the values of the Company.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Directors</b>	0	0
<b>KMPs</b>	0	0
<b>Employees</b>	0	0
<b>Workers</b>	0	0

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6. Details of complaints with regard to conflict of interest:				
	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.	
Fines	Nil
Penalties	Nil
Action taken by regulators	Nil
Law enforcement agencies	Nil
Judicial institution	Nil

**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.			
	Current Financial Year 2023-24	Previous Financial Year 2022-23	Details of improvements in environmental and social impacts
R&D	0	0	-
Capex	0	0	-

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes
b. If yes, what percentage of inputs were sourced sustainably?	Not Applicable
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.	<p>A) Plastics –The EPR certification ensures that the company takes responsibility for the plastic waste generated by its products and packaging.</p> <p>B) E- Waste - E-waste from Company’s establishments are collected and disposed off through PCB authorized vendors.</p> <p>C) Hazardous Waste -Hazardous waste from manufacturing units and warehouses is disposed off</p>

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	through PCB authorized hazardous waste recyclers/co-processors/landfill facilities.  D) Other Waste: Other wastes are disposed off through approved waste management agencies.
<b>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.</b>	Yes  Recently the company have completed EPR registration for plastic waste.

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

Essential Indicators											
1. a. Details of measures for the well-being of employees:											
Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
<b>Permanent employees</b>											
Male	478	425	87%	478	98%	00	0%	0	0%	0	0%
Female	09	09	2%	09	2%	00	0%	0	0%	0	0%
<b>Total</b>	<b>487</b>	<b>434</b>	<b>89%</b>	<b>487</b>	<b>100%</b>	<b>00</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent employees</b>											
Male	77	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>77</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>b. Details of measures for the well-being of workers:</b>											
Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
<b>Permanent workers</b>											
Male	59	59	100%	59	100%	-	-	-	-	-	-
Female	10	10	100%	10	100%	0	0%	-	-	-	-
<b>Total</b>	<b>69</b>	<b>69</b>	<b>100%</b>	<b>69</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent workers</b>											
Male	16	0	0%	0	0%	-	-	-	-	-	-
Female	11	0	0%	0	0%	0	0%	-	-	-	-
<b>Total</b>	<b>27</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.						
Benefits	FY 2023-24 Current Financial Year			FY 2022-23 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%	-	Yes	100%	-	Yes
Gratuity	100%	-	Yes	100%	-	Yes
ESI	0	0	NA	0	0	NA
Others – Please Specify	0	0	NA	0	0	NA

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.	No, company is planning to conduct an assessment to understand the changes required. These recommended changes will be implemented in a phase-wise manner.  The Company Promotes inclusiveness in society. Company promotes the hiring of differently abled employees and place them in suitable working conditions.
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.	Yes  The Company is committed to providing equal employment opportunities to all its employees and qualified applicants without discrimination on the basis of race, caste, religion, color, ancestry, marital status, sex, age, nationality, disability, and veteran status. The Company's equal employment opportunity policy applies to all aspects of employment, including recruitment, hiring, promotions, transfers, compensation, benefits, and termination.

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	5%	5%	4%	4%
Female	0	0	0	0
Total	5%	5%	4%	4%

06. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.	
	Yes/No (If Yes, then give details of the mechanism in brief)

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<b>Permanent Workers</b>	<p>The factory establishment and other company-owned facilities have a grievance redressal mechanism in place. This mechanism is a formal process that enables employees or workers to report any issues or concerns they may have in a safe and secure manner.</p> <p>Employees or workers can report grievances in person, via email or letter, or through an online portal. Once a grievance is reported, the company's HR team investigates the issue and takes necessary actions to resolve it. The company ensures that the employees or workers are updated on the status of their grievances and the actions taken to address them.</p>
<b>Other than Permanent Workers</b>	<p>The company recognizes the importance of providing employees with a safe and secure environment to voice their concerns. In addition to the formal grievance redressal mechanism, the company has also established a whistle blower system that allows workers to report any complaints they may have.</p> <p>The whistle blower system provides a dedicated email and toll-free number through which workers can report their concerns. The system is designed to ensure the confidentiality and anonymity of the whistle blower, and there is no fear of retaliation or discrimination.</p>
<b>Permanent Employees</b>	<p>In addition to the grievance redressal mechanism, the company has established a reporting mechanism that enables employees to report any actual or possible violations of the company's code of conduct.</p>
<b>Other than Permanent Employees</b>	<p>Apart from the formal grievance redressal mechanism, the company has also established other channels through which employees can report their grievances.</p> <p>At the manufacturing facility, employees who are not permanent can directly report their grievances to the admin and industrial relation personnel. This initiative ensures that every employee, regardless of their employment status, can report their concerns and that their complaints will be taken seriously. Additionally, employees can raise their grievances through email or other platforms. The company ensures that all grievances received through different platforms are directed to the respective function owner and resolved through the respective industrial relation and admin functions.</p>

<b>7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:</b>						
<b>Category</b>	<b>FY 2023-24 (Current Financial Year)</b>			<b>FY 2022-23 (Previous Financial Year)</b>		
	<b>Total employees / workers in respective category (A)</b>	<b>No. of employees / workers in respective category, who are part of association(s) or Union (B)</b>	<b>% (B/A)</b>	<b>Total employees / workers in respective category (C)</b>	<b>No. of employees / workers in respective category, who are part of association(s) or Union(D)</b>	<b>% (D/C)</b>
<b>Total Permanent Employees</b>	0	0	0	0	0	0
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0
<b>Total Permanent Workers</b>	0	0	0	0	0	0
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0

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8. Details of training given to employees and workers:										
Category	FY 2023-24 Current Financial Year					FY 2022-23 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	340	200	58.82%	125	36.76%	345	180	53.62%	95	27.53%
Female	5	5	100%	2	40.00%	5	5	100%	5	100%
<b>Total</b>	<b>345</b>	<b>205</b>	<b>59.42%</b>	<b>130</b>	<b>37.38%</b>	<b>350</b>	<b>185</b>	<b>52.85%</b>	<b>100</b>	<b>28.57%</b>
<b>Workers</b>										
Male	59	59	100%	42	50.00%	79	55	69.62%	23	29.11%
Female	10	10	100%	15	71.43%	18	10	55.55%	10	55.55%
<b>Total</b>	<b>69</b>	<b>69</b>	<b>100%</b>	<b>57</b>	<b>54.29%</b>	<b>97</b>	<b>65</b>	<b>67.01%</b>	<b>33</b>	<b>34.02%</b>

9. Details of performance and career development reviews of employees and worker:						
Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Workers</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

10. Health and safety management system:	
<b>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?</b>	Yes, Occupational Health and Safety Management System (OHSMS) has been implemented and integrated into all business processes. The company is committed to ensuring the safety and well-being of its employees and has established a robust OHSMS to achieve this goal.
<b>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</b>	<p>The safety and well-being of employees are of utmost importance in any workplace. In order to ensure a safe work environment, it is necessary to identify potential hazards and risks. Several processes can be used to identify work-related hazards and risks, some of which are outlined below.</p> <p>One such process is HAZOP or Hazard in Operation, which is a systematic assessment conducted at a plant site to identify and address potential hazards. It is conducted both internally and externally by experts in the field to ensure all potential hazards are identified and addressed.</p> <p>Another process is HIRA or Hazard Identification and Risk Assessment, which is conducted at a site to understand and</p>



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	<p>identify potential risks that need to be mitigated. This process involves identifying potential hazards and evaluating the likelihood and severity of any potential impact.</p> <p>JSA or Job Safety Analysis is another procedure that can be used to identify hazards and assess risks. This process is integrated into the work procedure, and training is provided to employees to ensure they understand the potential hazards associated with their work and how to mitigate them.</p>
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes
d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.10	0.17
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work	Employees	1	0
	Workers	0	0

<p><b>12. Describe the measures taken by the entity to ensure a safe and healthy workplace.</b></p>	<p>The company is committed to ensuring the safety of people, machinery, and materials in the workplace. To achieve this goal, we have implemented a comprehensive safety strategy that includes engineering controls, operating procedures, safe work practices, hazard monitoring, risk analysis, and regular audits. Key components of our safety strategy include:</p> <ol style="list-style-type: none"> <li>1. Engineering Controls: We have implemented engineering controls to prevent the release of chemicals from primary containment. These controls serve as an essential barrier to protect employees and the environment from potential hazards.</li> <li>2. Operating Procedures and Safe Work Practices: The company has developed standardized operating procedures and safe work practices for process plants to ensure uniform and safe operations. These guidelines promote consistent and reliable performance while minimizing the risk of accidents or incidents.</li> <li>3. Hazard Monitoring and Communication: Material and process hazards are continuously monitored, reported, and communicated through various channels. This information</li> </ol>
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sharing ensures that all employees are aware of potential risks and can take necessary precautions.

4. Risk Analysis: Different health and safety management approaches and models are utilized for risk analysis, such as Quantitative Risk Assessment (QRA), Hazard and Operability Study (HAZOP), workplace monitoring, and others. These methods help identify potential risks and develop appropriate mitigation strategies.

5. Periodic Audits and Monitoring: The effectiveness of safety systems is evaluated through periodic audits, workplace monitoring, industrial hygiene surveys, noise monitoring, and ergonomic surveys. These assessments ensure that safety measures are working as intended and identify areas for improvement.

By implementing this comprehensive safety strategy, the company demonstrates its commitment to providing a safe and healthy work environment for all employees, while safeguarding machinery and materials from potential hazards.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

**14. Assessments for the year:**

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

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

As part of our commitment to maintaining a safe and healthy work environment, the company continuously strives to improve workplace conditions and implement additional controls. This ongoing process focuses on identifying significant risks related to working conditions and taking appropriate measures to mitigate them.

Some of the key strategies employed include:

1. Engineering Controls: The company has installed various engineering controls devices such as sprinkler at the locations which are fire prone. These controls are designed to manage and mitigate identified risks, ensuring a safer workplace for employees.

By focusing on continual improvement and implementing additional controls, the company remains dedicated to providing a safe, healthy, and productive work environment for all employees.

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

<b>Essential Indicators</b>				
<b>1. Describe the processes for identifying key stakeholder groups of the entity.</b>				
<p>The relevant stakeholder identification exercise has been carried out by senior management in consultation with board members and different departments. Based on the exercise carried out, the company has prioritized its key stakeholders to understand their expectations and concerns. The process of stakeholder engagement involves identifying key internal and external stakeholders followed by analysing the impact of each stakeholders' groups on our business and vice versa. The key stakeholder for the organisation includes employees and workers, Investors and shareholders, Government and regulators, vendors, customers and dealers, bank and financial institution, and the community. The company acknowledges all stakeholders for their support in helping the company to deliver its strategies and achieve its targets. The company values the input and feedback provided by stakeholders and seeks to maintain strong relationships with them.</p>				
<b>2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.</b>				
Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
<b>Employee and Workers</b>	No	Direct & other communication mechanisms, meeting email, notice board.	Ongoing	Company follows an open-door policy, training & development, performance management, etc.
<b>Investors and Shareholders</b>	No	E-mail, newspaper, advertisement, website, Annual General Meetings, disclosures to stock exchanges and investor meetings/calls/conferences	Need based and Quarterly calls	Information about business and statutory approvals
<b>Government and Regulators</b>	No	E-mail, letters, representations, meetings, etc.	Need based	Compliances, approvals, permissions, etc.
<b>Vendors</b>	No	E-mail, meetings	Frequent and need based	Supply of materials / services
<b>Customers and Dealers</b>	No	Meetings	Frequent and need based	Informing them about products of the company, feedback, etc.
<b>Banks and Financial institutions</b>	No	E-mail, letters, representations, meetings, etc.	Frequent and need based	Financial requirements and transactions
<b>Community/ Society</b>	No	Directly or through CSR implementation	Frequent and need based	Education, empowerment, health, infrastructure, conservation, chemical safety, etc.

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## PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators						
1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:						
Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	345	345	100%	350	350	100%
Other than permanent	-	-	-	-	-	100%
<b>Total Employees</b>	<b>345</b>	<b>345</b>	<b>100%</b>	<b>350</b>	<b>350</b>	<b>100%</b>
<b>Workers</b>						
Permanent	37	37	100%	79	79	100%
Other than permanent	68	68	100%	18	18	100%
<b>Total Workers</b>	<b>105</b>	<b>105</b>	<b>100%</b>	<b>97</b>	<b>97</b>	<b>100%</b>

2. Details of minimum wages paid to employees and workers, in the following format:										
Category	FY 2023-24 Current Financial Year					FY 2022-23 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>										
Permanent	345	0	0%	345	100%	350	0	0%	350	100%
Male	340	0	0%	340	100%	345	0	0%	345	100%
Female	5	0	0%	5	100%	5	0	0%	5	100%
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
Permanent	37	0	0%	37	100%	37	0	0%	37	100%
Male	28	0	0%	28	100%	28	0	0%	28	100%
Female	09	0	0%	09	100%	09	0	0%	09	100%
Other than permanent	68	0	0%	68	100%	60	0	0%	60	100%
Male	56	0	0%	56	100%	50	0	0%	50	100%
Female	12	0	0%	12	100%	10	0	0%	10	100%

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**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)	5	96,00,000	1	80,00,000
Median Remuneration of Executive Directors	3	96,00,000	1	80,00,000
Median Remuneration of Non-Executive Directors	4	96,00,000	1	80,00,000
Key Managerial Personnel	3	5,25,000	0	0
Employees other than BoD and KMP	424	2,25,000	26	3,85,944
Workers	84	1,15,856	21	96,529

**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. Any human rights issues are addressed to the HR function for resolution.

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

The company is committed to promoting a safe and respectful work environment by providing employees with effective channels for reporting grievances and addressing potential violations. To ensure transparency and accountability, the company has implemented the following mechanisms:

1. Grievance Reporting: Employees are encouraged to raise concerns or disclose any actual or potential violations of the Company Code, policies, or laws, including human rights violations. This proactive approach empowers employees to voice their concerns and contribute to a positive work environment.
2. Review and Action: Representations made while reporting grievances are thoroughly reviewed by the relevant personnel, and appropriate actions are taken for substantiated violations. This process ensures that all concerns are addressed promptly and effectively, and that necessary corrective measures are implemented.
3. Internal Complaints Committee (ICC): The company has established the Internal Complaints Committee (ICC) specifically for the redressal of Sexual Harassment and other gender-based grievances. This dedicated committee ensures that all such complaints are handled with sensitivity, confidentiality, and efficiency.

By providing these reporting mechanisms and support structures, the company fosters a culture of trust, respect, and integrity, ensuring that all employees feel heard and valued.

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6. Number of Complaints on the following made by employees and workers:						
	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

<p><b>7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.</b></p>	<p>The company is committed to providing a supportive and transparent environment to address complaints and conduct inquiries. To achieve this, the following measures have been implemented:</p> <ul style="list-style-type: none"> <li>• Provision of Necessary Facilities: The company ensures that the Internal Committee, responsible for handling complaints and conducting inquiries, is provided with the necessary facilities and resources to carry out their duties effectively and efficiently.</li> <li>• Assistance in Securing Attendance: The company actively assists the Internal Committee in securing the attendance of the respondent and any relevant witnesses. This support enables a fair and thorough investigation of the complaint.</li> <li>• Access to Information: The company is dedicated to providing the Internal Committee with any information it may require in relation to a complaint. This commitment to transparency ensures that the committee can conduct a comprehensive and unbiased inquiry, taking into consideration all relevant facts and evidence.</li> </ul> <p>By implementing these measures, the company promotes a culture of accountability, fairness, and respect, fostering a positive work environment for all employees.</p>
<p><b>8. Do human rights requirements form part of your business agreements and contracts?(Yes/No)</b></p>	<p>No</p>

9. Assessments for the year:	
	%age of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Health & Safety	100%
<b>10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.</b>	No

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10. Details on assessment of value chain partners:	
	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Health & Safety	100%

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators		
1. Details of total energy consumption (in Gigajoules) and energy intensity, in the following format:		
Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total electricity consumption (A)- GJ	313824	346343
Total fuel consumption (B)	471434	500530
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C) (In Rs.)	785258	846873
Energy intensity per rupee of turnover (Total energy consumption /turnover in rupees)	1.25	1.61
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.	Not Applicable, as the Company does not fall in the category of industries mandated under the PAT scheme.
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3. Provide details of the following disclosures related to water, in the following format:		
Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	1400	1300
(iii) Third party water	10425	11348
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (I + ii + iii + iv + v)	11825	12648
Total volume of water consumption (in kilolitres)		

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<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	
<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.</b>	No

<b>4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.</b>	No
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<b>5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:</b>			
Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Nox	Ton/year	2.16	2.55
Sox	Ton/year	4.90	5.10
Particulate matter (PM)	MT/Year	40.00	51.00
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
COD	MT/Year	-	-
<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.</b>	Yes, GPCB conduct the periodic assessment and evaluation at site.		

<b>6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) &amp; its intensity, in the following format:</b>			
Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent per rupee of turnover(Lakhs)	-	-
<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.</b>	No		
<b>7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.</b>	No		

<b>8. Provide details related to waste management by the entity, in the following format:</b>		
Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		



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<b>A</b>	<b>Plastic waste (A)</b>	12.26	<b>11.36</b>
<b>B</b>	<b>E-waste (B)</b>	-	-
<b>C</b>	<b>Bio-medical waste (C)</b>	-	-
<b>D</b>	<b>Construction and demolition waste (D)</b>	-	-
<b>E</b>	<b>Battery waste (E)</b>	-	-
<b>F</b>	<b>Radioactive waste (F)</b>	-	-
<b>G</b>	<b>Other Hazardous waste. Please specify, if any. (G)</b>	-	-
<b>H</b>	<b>Other Non-hazardous waste generated (H).</b>	-	-
H.1	Brine sludge	-	-
H.2	Fly ash	7.34	4.7
H.3	Canteen waste	-	-
	<b>Total (A+B + C + D + E + F + G + H)</b>	<b>19.6</b>	<b>16.06</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>			
<b>Category of waste</b>			
	<b>(i) Recycled</b>	-	-
	<b>(ii) Re-used</b>	-	-
	<b>(iii) Other recovery operations</b>	-	-
	<b>Total</b>	-	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>			
<b>Category of waste</b>			
	<b>(i) Incineration</b>	-	-
	<b>(ii) Landfilling</b>	-	-
	<b>(iii) Other disposal operations</b>	-	-
	<b>Total</b>	-	-
<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.</b>			No

<b>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.</b>	During the manufacturing process, both non-hazardous and hazardous waste materials are generated, which require proper handling and disposal to ensure environmental safety and compliance with regulations.
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<b>10. If the entity has operations/ o ces 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:</b>			
<b>S.No.</b>	<b>Location of operations/o ces</b>	<b>Type of operations</b>	<b>Whether the conditions of environmental approval /clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.</b>
	NA	NA	NA

<b>11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:</b>
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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 EIA was conducted during current financial year.					

<b>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:</b>				
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
Company is compliant with the applicable environmental law/ regulations/ guidelines in India.				

<b>12. 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:</b>			
Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
No			

<b>7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.</b>	<p>Yes</p> <p>On Site emergency plans are aligned with Local crises plan and District Emergency Response Plan. On-Site Emergency plan is prepared as per Schedule 8-A of Sub rule 68-J-(12) (1) of the Gujarat Factory Rule 1963.</p> <p>Disaster management plan is as per Gujarat State Disaster Management Act, 2003 &amp; Disaster Management Act, 2005.</p>
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**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

Essential Indicators	
<b>1. a. Number of affiliations with trade and industry chambers/ associations.</b>	0

<b>b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.</b>		
S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
Nil		

<b>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.</b>		
Name of authority	Brief of the case	Corrective action taken

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Not Rehabilitation and Resettlement project undertaken by the Company.

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

Essential Indicators					
<b>1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.</b>					
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
As the contribution is not exceeding Rs. 10 Crores, the same is not applicable					

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

<b>3. Describe the mechanisms to receive and redress grievances of the community.</b>	Yes, Contact number and details of the contact person are provided to nearby community to connect regarding any issue.
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4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:		
	FY 2023-24 Current Financial Year	FY 2022-2023 Previous Financial Year
Directly sourced from MSMEs/ small producers	-	-
Sourced directly from within the district and neighbouring districts	100%	100%

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

Essential Indicators				
<b>1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.</b>	The Company has an online complaint management system where all customer complaints are recorded. Upon receipt of the complaints, these are investigated and based on the root cause analysis the corrective and preventive actions are taken. The feedback of the actions are communicated back to the complaint initiator.			
<b>2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:</b>				
				<b>As a percentage to total turnover</b>
Environmental and social parameters relevant to the product				100%
Safe and responsible usage				100%
Recycling and/or safe disposal				100%
<b>3. Number of consumer complaints in respect of the following:</b>				
	<b>FY 2023-24 (Current Financial Year)</b>	<b>Remarks</b>	<b>FY 2022-2023 (Previous Financial Year)</b>	<b>Remarks</b>

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	Received during the year	Pending resolution & end of year		Received during the year	Pending resolution & end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

**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.**

The Company at regular interval carries out assessment of data piracy / cyber security tools. However, to further strengthen the said tools, the Company has initiated necessary process to formalize the systems by framing data piracy / cyber security 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 customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

During the reporting period, there were no complaints or issues related to advertising and delivery of essential services, as well as cyber security and data privacy of customers. Additionally, no products were recalled in the current reporting year, and no fines or penalties were imposed, nor any regulatory actions taken regarding the safety of products or services.

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