



ANUPAM RASAYAN INDIA LTD.

ARILSLDSTX20230908058

Date: September 08, 2023

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

Subject: Submission of Business Responsibility and Sustainability Report for the financial year 2022-23.

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2022-23.

The Business Responsibility and Sustainability Report is also uploaded on the Company's website www.anupamrasayan.com.

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

Thanking You,

Yours faithfully,

For Anupam Rasayan India Limited

Ashish Gupta
Company Secretary and Compliance Officer
Membership No. A46274

Registered Office:
Office Nos. 1101 to 1107, 11th Floor, Icon Rio,
Behind Icon Business Centre, Dumas Road,
Surat-395007, Gujarat, India.

Tel. : +91-261-2398991-95
Fax : +91-261-2398996
E-mail : office@anupamrasayan.com
Website : www.anupamrasayan.com
CIN - L24231GJ2003PLC042988

Business Responsibility & Sustainability Report

Anupam Rasayan India Limited

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ANUPAM RASAYAN INDIA LTD / ANNUAL REPORT 2022-23

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

Sr. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L24231GJ2003PLC042988
2	Name of the Listed Entity	Anupam Rasayan India Limited (“Company/Anupam Rasayan”)
3	Year of incorporation	30-09-2003
4	Registered office address	1101 to 1107, 11th Floor, Icon Rio, Behind Icon Business Centre, Dumas Road, Surat-395007, Gujarat, India
5	Corporate address	10 th Floor, Icon Rio, Behind Icon Business Centre, Dumas Road, Surat -395007, Gujarat, India
6	E-mail	office@anupamrasayan.com
7	Telephone	+91261-2398991-95
8	Website	www.anupamrasayan.com
9	Financial year for which reporting is being done	April 01, 2022 – March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11	Paid-up Capital	₹ 1,07,46,46,170/-
12	Contact Person	
	Name of the Person	Mr. Kunal Aneja
	Telephone	Tel: - +91-261-2398991
	Email address	sustainability@anupamrasayan.com
13	Reporting Boundary	Consolidated basis
	Type of Reporting- Select from the Drop-Down List	

II. Product/Services

14. Details of business activities

Sr. No.	Description of Main Activity	Locations	Description of Business Activity	% Turnover of the Entity
1	Chemical Manufacturing	Anupam Rasayan India Limited Tanfac Industries Limited	Manufacturing of chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products.	100% 100%

15. Products/Services sold by the entity

Sr. No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Chemical Sector	20119	100%

III. Operations

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

Locations	Number of plants	No. of offices	Total
National	7	3	10
International	Nil	Nil	Nil

17. Market served by the entity

	Locations	Number
a. No. of Locations	National (No. of States)	26
	International (No. of Countries)	14
b. What is the contribution of exports as a percentage of the total turnover of the entity?		68.29%
c. A brief on types of customers	Anupam Rasayan India Limited	The Company operates through a Business-to-Business Model and serves esteemed Agrochemicals and pharmaceutical MNCs with their custom products solution.
	Tanfac Industries Limited	Company is working with the top Fluoro Carbon manufacturing units, Fluorine derivatives manufacturing, Aluminium manufacturing, Electronics manufacturing, LABSA and Soap manufacturing industries, Steel Pickling, Pharma & Agrochemicals.

IV. Employees

18. Details as at the end of Financial Year

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a.	Employees and workers (including differently abled)					
	Employees					
1	Permanent Employees (A)	846	802	94.80%	44	5.20%
2	Other than Permanent Employees (B)*	0	0	0%	0	0%
3	Total Employees (A+B)	846	802	94.80%	44	5.20%
	Workers					
4	Permanent (C)	818	818	100%	0	0%
5	Other than Permanent (D)*	1361	1345	98.82%	16	1.18%
6	Total Workers (C+D)	2179	2163	99.27%	16	0.73%
b.	Differently abled employees and workers					
	Employees					
7	Permanent Employees (E)	1	1	100%	0	0
8	Other than Permanent Employees (F)	0	0	-	0	-
9	Total Employees (E+F)	1	1	100%	0	0
	Workers					
10	Permanent (G)	1	1	100%	0	0
11	Other than Permanent (H)	0	0	-	0	-
12	Total Differently Abled Employees (G+H)	1	1	100%	0	0

19. Participation/Inclusion/Representation of women

Sr. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1.	Board of Directors	16	4	25%
2.	Key Management Personnel	9	0	0%

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)- Anupam Rasayan India Limited

Category	FY 2022-2023 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.31%	7.23%	7.30%	6.44%	5.56%	6.40%	6.51%	0	6.51%
Permanent Workers	7.76%	0.00%	7.76%	8.79%	0	8.79%	3.70%	0	3.70%

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

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

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures	Indicate whether it is a holding/ Subsidiary/ Associate/or Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Jainam Intermediates Private Limited	Subsidiary	100%	Yes
2.	Tanfac Industries Limited	Subsidiary	25.79%	Yes
3.	ARIL Transmodal Logistic Private Limited	Subsidiary	100%	No

VI. CSR Details

22.

a.	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	Turnover (in ₹) (for FY 2022-23)	₹ 12,84,12,28,957/-*
	Net worth (in ₹) (as on March 31, 2023)	₹ 23,594,448,779.85/-

*This figure is on standalone basis.

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 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints		Remarks	Number of complaints		
		filed during the year	pending resolution at close of the year		filed during the year	pending resolution at close of the year	Remarks
Communities	The Company has a Whistle blower/Vigil mechanism policy in place along with Grievance Redressal Mechanism for Stakeholders which can be accessed through Details of establishment of vigil mechanism/ Whistle Blower policy – Anupam Rasayan and Grievance Redressal Mechanism for Stakeholders – Anupam Rasayan	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)		Nil	Nil	NA	Nil	Nil	NA
Shareholders		Nil	Nil	NA	Nil	Nil	NA
Employees and workers		Nil	Nil	NA	Nil	Nil	NA
Customers		Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners		Nil	Nil	NA	Nil	Nil	NA

24. Overview of the entity's material responsible business conduct issues- Anupam Rasayan India Limited

Material Issue Identified	Indicate whether risk or opportunity	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)
Organizational governance	Opportunity	The Company has a robust decision-making process in place which supports development of strategies, objectives and targets that is in accordance with their commitment.	Not Applicable	Positive
Resolving Grievances	Opportunity	The Company is effectively deploying their grievances mechanism along with Whistle blower policy.	Not Applicable	Positive
Fundamental principles and rights at work	Opportunity	The Company has following policies in place which safeguards the fundamental principles and rights at work: <ul style="list-style-type: none"> Freedom of association; Policy for forced or compulsory labour; Abolition of child labour policy; Anti-discrimination policy. 	Not Applicable	Positive
Due Diligence	Opportunity	Due diligence procedure of the Company identifies, prevents, and addresses actual or potential human rights impacts resulting from their activities or the activities of those with which they have relationships.	Not Applicable	Positive

Material Issue Identified	Indicate whether risk or opportunity	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)
Condition of work and social protection	Opportunity	The Company has multiple policies in place with respect to conditions of work and social protection which are complying with laws and regulations.	Not Applicable	Positive
Health and safety at work	Opportunity/ Risk	The EHS policy and required mechanisms of the Company supports in maintaining safe and healthy workplace. Being a chemical manufacturer, the workforce of the Company is exposed to various hazards and health & safety risks. The mitigation of risk is a dynamic process, and its insufficient management can lead to loss to the Company on both financial and non-financial ends.	The Company has a fully operational and implemented Occupational Health and Safety Management System (OHSMS) based on ISO 45001:2018 across all new sites. The Company has a robust reporting procedure in place. Training programmes for employees and workers are available with regards to accident reporting which includes accidents, near-misses, unsafe acts and unsafe conditions,	Positive/ Negative
Employment and employment relationship	Opportunity	The policies and procedures of the Company strengthens employment relationships.	Not Applicable	Positive
Prevention of pollution	Opportunity/ Risk	The EHS policy along with the processes helps the Company to control the air emissions, waste management, effluent discharge in a responsible manner. Being a responsible corporate citizen, it is significant to the Company to manage its emissions and adhere to the norms to avoid getting penalized.	The Company is working diversely through multiple initiatives in water conservation, waste management, air and emissions management as well.	Positive/ Negative
Sustainable resource use	Opportunity	The continuously improving processes, adopting cleaner form of energies and energy efficient equipment ensures sustainable use of resources by the Company.	Not Applicable	Positive
Anti-corruption	Opportunity	The anti-corruption policy of the Company which is a part of Code of ethics policy ensures ethical practices. Also, they are signatory of UN global compact.	Not Applicable	Positive
Respect of Property Rights	Opportunity	The Company has policy and practices in place that promotes respect for property rights and traditional knowledge.	Not Applicable	Positive
Protecting consumers' health and safety	Opportunity	The Company has a mechanism in place where all the necessary information of the products is shared with the consumers which contains clear instructions for safe handling, use, storage, and disposal.	Not Applicable	Positive

24. Overview of the entity's material responsible business conduct issues- Anupam Rasayan India Limited (Contd.)

Material Issue Identified	Indicate whether risk or opportunity	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)
Education and awareness	Opportunity	The Company shares hazardous information of products with consumers, through labelling on the packaging which display the hazards associated with products.	Not Applicable	Positive
Consumer data protection and privacy	Opportunity/Risk	The information security and data protection policy of the Company ensures safe handling of the consumer information with due care. It is essential for a Company to work in a robust manner to safeguard data and privacy of their consumers. Any data breach or leakage could lead to reputational and financial loss.	The Company has Information Security and Data Protection Policy in place to ensure privacy maintenance. The Company takes feedback from customers on a periodic basis to continuously improve its interactions and ensure customer satisfaction.	Positive/Negative
Employment creation and skills development	Opportunity	With the help of CSR initiatives, the Company works on the education and skill development of vulnerable and marginalized groups that help them with wealth generation.	Not Applicable	Positive
Health	Opportunity	All sites of the Company are situated in notified industrial areas thus reducing the impact of processes on the community. Through their CSR initiatives, they are giving awareness and support to local community regarding their health.	Not Applicable	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	We are in the process of updating our website with such policies.								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	We are practicing following Standards: 1. ISO 9001:2015 – Quality Management System 2. ISO 14001:2015 – Environment Management System 3. ISO 45001:2018 – Occupational Health & Safety Management System 4. ISO 26000:2010 – Social Responsibility 5. ISO 20400:2017 – Sustainable Procurement System								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Company has set the following goals and targets:</p> <ul style="list-style-type: none"> • Zero Waste to Landfill by 2025 • Increase average training hours of all employees by 50% (including both contract-based and full-time employees) by 2027 • Increase women participation in workforce between 1.5% and 2% of total workforce by 2027 • 50% of key supplier's assessment on sustainability criteria by 2030 • Increase use of energy efficient practices and achieve renewable energy usage of 20% to 25% across all sites by 2030 • Reduce freshwater consumption by 5% to 10% in processes across all sites by 2030 • Reduce GHG emissions by 10% in overall operations of the Company by 2030 <p>Please refer our Sustainability Report of FY 2022-23 for further details on targets we have defined. Please refer link https://www.anupamrasayan.com/sustainability-reports/</p>
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6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Company have made significant progress towards our goals,</p> <table border="1"> <thead> <tr> <th data-bbox="804 831 842 887">Sr. No.</th> <th data-bbox="863 831 959 857">Targets</th> <th data-bbox="1193 831 1289 857">Progress</th> </tr> </thead> <tbody> <tr> <td data-bbox="804 904 842 931">1.</td> <td data-bbox="863 904 1171 931">Zero Waste to Landfill by 2025</td> <td data-bbox="1193 904 1358 960">85.43% of waste diverted</td> </tr> <tr> <td data-bbox="804 983 842 1010">2.</td> <td data-bbox="863 983 1171 1099">Increase average training hours of all employees by 50% (including both contract-based and full-time employees) by 2027</td> <td data-bbox="1193 983 1270 1010">48.07%</td> </tr> <tr> <td data-bbox="804 1122 842 1149">3.</td> <td data-bbox="863 1122 1171 1200">Increase women participation in workforce between 1.5% and 2% of total workforce by 2027</td> <td data-bbox="1193 1122 1414 1200">1.58% women participation achieved in total work force</td> </tr> <tr> <td data-bbox="804 1223 842 1249">4.</td> <td data-bbox="863 1223 1171 1279">50% of key supplier's assessment on sustainability criteria by 2030</td> <td data-bbox="1193 1223 1251 1249">None</td> </tr> <tr> <td data-bbox="804 1301 842 1328">5.</td> <td data-bbox="863 1301 1171 1417">Increase use of energy efficient practices and achieve renewable energy usage of 20% to 25% across all sites by 2030</td> <td data-bbox="1193 1301 1241 1328">37%</td> </tr> <tr> <td data-bbox="804 1440 842 1467">6.</td> <td data-bbox="863 1440 1171 1518">Reduce freshwater consumption by 5% to 10% in processes across all sites by 2030</td> <td data-bbox="1193 1440 1374 1518">32.04 % reduction in freshwater consumption</td> </tr> <tr> <td data-bbox="804 1541 842 1568">7.</td> <td data-bbox="863 1541 1171 1619">Reduce GHG emissions by 10% in overall operations of the Anupam Rasayan by 2030</td> <td data-bbox="1193 1541 1414 1644">5.29 % GHG reduction in overall operations of the Anupam Rasayan</td> </tr> </tbody> </table>	Sr. No.	Targets	Progress	1.	Zero Waste to Landfill by 2025	85.43% of waste diverted	2.	Increase average training hours of all employees by 50% (including both contract-based and full-time employees) by 2027	48.07%	3.	Increase women participation in workforce between 1.5% and 2% of total workforce by 2027	1.58% women participation achieved in total work force	4.	50% of key supplier's assessment on sustainability criteria by 2030	None	5.	Increase use of energy efficient practices and achieve renewable energy usage of 20% to 25% across all sites by 2030	37%	6.	Reduce freshwater consumption by 5% to 10% in processes across all sites by 2030	32.04 % reduction in freshwater consumption	7.	Reduce GHG emissions by 10% in overall operations of the Anupam Rasayan by 2030	5.29 % GHG reduction in overall operations of the Anupam Rasayan
Sr. No.	Targets	Progress																							
1.	Zero Waste to Landfill by 2025	85.43% of waste diverted																							
2.	Increase average training hours of all employees by 50% (including both contract-based and full-time employees) by 2027	48.07%																							
3.	Increase women participation in workforce between 1.5% and 2% of total workforce by 2027	1.58% women participation achieved in total work force																							
4.	50% of key supplier's assessment on sustainability criteria by 2030	None																							
5.	Increase use of energy efficient practices and achieve renewable energy usage of 20% to 25% across all sites by 2030	37%																							
6.	Reduce freshwater consumption by 5% to 10% in processes across all sites by 2030	32.04 % reduction in freshwater consumption																							
7.	Reduce GHG emissions by 10% in overall operations of the Anupam Rasayan by 2030	5.29 % GHG reduction in overall operations of the Anupam Rasayan																							

Governance, Leadership and Oversight

7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

It is encouraging to see how deeply established our sustainable culture is at all levels of Company operations when it comes to our commitments. We are going strong on our path to enhance our ESG efforts and our aim to set the industry-wide benchmarks for sustainability and responsible business practices by 2030. We have put in place a robust sustainable governance structure to ensure sustainability as a top priority for our business. We have set comprehensive ESG roadmap which is aligned to the UN SDG's and GRI framework and over the past year, we have made significant progress towards our sustainability agenda. For more details, please visit our sustainability report at <https://www.anupamrasayan.com/sustainability-reports/>

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).

Anupam Rasayan India Limited	<ol style="list-style-type: none"> Mr. Anand Desai Managing Director and BR Head Mr. Amit Khurana Chief Financial Officer and BR Co-head Mr. Vikash Chander Senior Business Manager and BR Co-head
Tanfac Industries Limited	<ol style="list-style-type: none"> Mr. K. Sendhil Naathan Managing Director Mr. N. R. Ravichandran Chief Financial Officer

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details

Yes, we have sustainability committee in place. It consists of chairman and other three members. The committee is responsible for development, implementation, and monitoring of ESG related policies, processes and strategies. It also reviews and oversees the periodic reports regarding ESG and sustainability. Please refer link: <https://www.anupamrasayan.com/board-of-directors-committees-of-the-board-and-management-team-of-the-company/>

10. Details of Review of NGRBCs by the Company

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									
Performance against above policies and follow up action	This will be reviewed by our committee members on half yearly basis.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Frequency (Annually/ Half yearly (HY)/ Quarterly/ Any other – please specify)									
Performance against above policies and follow up action	HY	HY	HY	HY	HY	HY	HY	HY	HY
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	HY	HY	HY	HY	HY	HY	HY	HY	HY

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency

P1	P2	P3	P4	P5	P6	P7	P8	P9
No, the Company's policies are evaluated internally from time-to time and updated as and when required.								

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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



The operations which are driven by integrity, transparency, and accountability demonstrate the Company's commitment to ethical practices, which can have several benefits, including enhanced reputation, improved stakeholder relationships, increased customer loyalty, and a competitive advantage in the marketplace. Moreover, ethical behavior contributes to a positive business environment, fosters social trust, and contributes to sustainable economic development.

Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	Nil	Nil	Nil
Key Management Personnel	Nil	Nil	Nil
Employees other than BODs & KMPs	4049	Human rights, EHS related topics, Process Safety etc.	100%
Workers			

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.

a. Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Principle 6	Gujarat Pollution Control Board	1,00,00,000	EDC levied for fire accident in Unit 6	No
Penalty/ Fine	Principle 3	Labor Court, Surat	80,000	Fine levied for fatality due to fire accident in Unit 6	No
Penalty/ Fine- (Tanfac Industries Limited)	Principle 3	The Chief Judicial Magistrate Court, Cuddalore	1,00,000	The Deputy Director of Industrial Safety and Health filed case against Occupier/ Management Case NO.267/2021 related to Contract employee.	No
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

b. Non-Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

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

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

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

Yes, the Company has an anti-corruption or anti-bribery policy in place, and which is a part of their Business Code of Conduct and its applicability extends over to all stakeholders of the Company. The policy discloses about prohibited practices of kickbacks and bribery or any kind of grease payments for any reason. This policy is accessible internally on the Company's intranet.

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

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

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

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

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

During FY 2022-23, there were no such reported cases on the Company.

Leadership Indicators

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in value chain covered by the awareness programmes
Not Available*		

*The Company has developed a plan of undertaking the awareness programmes for the value chain partners.

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:

The Company's Code of Conduct for Senior Management and Board of Directors discloses the process to avoid/manage conflict of interests. While they are not necessarily prohibited from engaging in personal transactions or investments, they should exercise caution to ensure that their personal interests do not compromise their ability to act in the best interests of the organization or the public.

The code guides the practices of senior management and board of directors with regards to conflict with the Company's interest in aspects of:

- Employment/outside employment
- Business Interests
- Related Parties (Disclosure standards, applicable laws, use of Company's assets and resources, confidentiality & fair dealings)
- Acceptance of gifts & payments

The Code of Conduct can be accessed at <https://www.anupamrasayan.com/code-of-conduct-for-the-companys-board-of-directors-and-the-senior-management-team/>



Anupam Rasayan has established a sustainability policy that acknowledges the contemporary challenges, such as climate change, and endeavors to employ mitigation strategies for a sustainable future for generations to come. The Company strives to promote a clean environment and safe society by utilizing safe and resource-efficient technologies to reduce emissions and waste in its operations and those of its suppliers. Anupam Rasayan aims to implement sustainable production and consumption practices that are vital for enhancing people's quality of life and preserving natural resources on the planet.

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.

Location	Type	FY 2022-23 (Current Financial Year) *	FY 2021-22 (Previous Financial Year) *	Details of improvement in social and environmental aspects
Anupam Rasayan India Limited	Research & Development (R&D)	8.31%	8.54%	Environment friendly and energy conservation projects.
	Capital Expenditure (CAPEX)	91.69%	91.46%	

*This value is on standalone basis.

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

Yes. The Company has Sustainable Procurement Policy in place. It is available at our intranet website. The Company has taken a proactive approach to ensure its suppliers meet its high standards for labor, health and safety, ethics, and environmental practices. To this end, the Company has updated its Supplier Policy and process to reflect these standards and is in the process of developing plans to screen and evaluate the performance of existing and prospective suppliers through its Sustainable Procurement Policy.

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

Nil

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

The Company provide customized chemicals to our customers as per their need. Our products are used as intermediary in the customer's process. We believe our customers take adequate measures to responsibly dispose our products after their end life.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, the Company has obtained Extended Producer Responsibility (EPR) registration under the Plastic Waste Management Rules (PWM), 2016 as amended thereafter from Central Pollution Control Board (CPCB). We have Pollution Control Board (PCB) approved waste collection plan for Extended Producer Responsibility (EPR).

Leadership Indicators

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

Yes, we have conducted the LCA inhouse for some of our products with Cradle-gate boundary.

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 web-link
NA					

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.

Sr.	Name of the product	Description of the risk	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).

The Company does not utilize any recycled or reused input material in its production processes.

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NA		

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

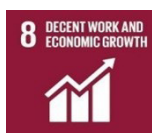
Product	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

Indicate product category	Reclaimed products and their packaging materials as % of products sold for their respective category
Nil	Nil

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

Promoting equitable treatment and dignity for employees and workers within the Company and value chains is a crucial aspect of responsible and sustainable business practices. The commitment of safeguarding the health and safety of the workforce demonstrates a focus on their well-being and underscores the importance of providing a safe work environment. Implementing policies, processes, and systems that empower the workforce is a proactive step towards ensuring equal opportunities, fair working conditions, pay, and career development. By establishing transparent and inclusive practices, the Company promotes a sense of trust, motivation, and loyalty among your workforce.



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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	802	802	100%	802	100%	0	0%	120	15.11%	NA	NA
Female	44	44	100%	44	100%	44	100%	0	0%	NA	NA
Total	846	846	100%	846	100%	44	100%	120	14.34%	NA	NA
Other than Permanent Employees											
Male	0	0	0%	0	0%	0	0%	0	0%	NA	NA
Female	0	0	0%	0	0%	0	0%	0	0%	NA	NA
Total	0	0	0%	0	0%	0	0%	0	0%	NA	NA

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	818	818	100%	818	100%	NA	NA	9	1.10%	NA	NA
Female	0	0	0%	0	0%	0	0%	0	0%	NA	NA
Total	818	818	100%	818	100%	0	0%	9	1.10%	NA	NA
Other than Permanent Workers											
Male	1345	1005	74.72%	1345	100%	NA	NA	NA	NA	NA	NA
Female	16	0	0%	16	100%	16	100%	NA	NA	NA	NA
Total	1361	1005	73.84%	1361	100%	16	1.17%	NA	NA	NA	NA

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

Sr. No	Benefits	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1.	PF	100%	100%	Yes	100%	100%	Yes
2.	Gratuity	100%	100%	Yes	100%	100%	Yes
3.	ESI	12.8%	16%	Yes	16%	10%	Yes

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.

Our premises are accessible to differently abled employees and workers as per the requirements of the Rights of Persons with Disabilities Act, 2016 through supportive ramps and lifts making it accessible to people with mobility impairment. We have always fostered a culture of equality where every individual feels inclusive.

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 has a policy in place which is available on Company's local intranet in lieu of the Rights of Persons with Disabilities Act 2016 and Rules.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	NA	0	NA	NA
Female	3	100%	NA	NA
Total	3	100%	NA	NA

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.

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	Yes, the Company has a grievance mechanism in place where one can approach the concerned department as per process and if he/she is not satisfied with the resolution then they have open door policy also in place where all employees including workers can approach their reporting manager or even managing director directly in case, they have any grievances related to anything. The Company's https://www.anupamrasayan.com/vigil-or-whistle-blower-mechanism-policy/ guides the operations by fair and transparent manner by adopting highest standards of professionalism, honesty, integrity and ethical behavior. The grievances should be submitted under a covering letter signed by the Complainant in a closed and secured envelop to the Vigilance Officer or may be sent through email at grievances@anupamrasayan.com with the subject "Protected Disclosure under Vigil Mechanism Policy".
Other than Permanent Workers		
Permanent Employees		
Other than Permanent Employees		

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	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)
Permanent Employees						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil
Permanent Workers						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil

The Company do not have employees and workers as a part of any association and unions.

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current FY)					FY 2021-22 (Previous FY)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (C)	% (E/A)	No. (F)	% (F/A)
Employees										
Male	802	632	78.80%	593	73.94%	636	471	74%	451	71%
Female	44	36	81.82%	39	88.64%	36	25	71%	30	85%
Total	846	668	78.96%	632	74.70%	672	496	73.8%	481	71.58%
Workers										
Male	818	812	99.27%	723	88.39%	1272	1272	100%	992	78%
Female	0	0	0.00%	0	0.00%	0	0	0	0	0
Total	818	812	99.27%	723	88.39%	1272	1272	100%	992	78%

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	802	802	100%	636	636	100%
Female	44	44	100%	36	36	100%
Total	846	846	100%	672	672	100%
Workers						
Male	818	818	100%	819	819	100%
Female	0	0	0	0	0	0
Total	818	818	100%	819	819	100%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) If yes, the coverage such system?	Yes, the health & safety management system is applicable across all sites i.e., ISO 45001:2018 across all new sites.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company have implemented Hazard identification and Hazard assessment methodologies which identifies work related hazards including routine and non-routine activities. The Company has deployed Hazard and Operability (HAZOP) for process related hazards, Hazard Identification and Risk assessment (HIRA) for routine and non-routine activities and Health Risk Assessment (HRA) for identifying exposure related activities.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes, the Company has incident reporting procedure in place, and have provisions of training with respect to accident reporting which includes accidents, near-misses, unsafe acts, and unsafe conditions and take necessary actions including removing themselves to safer place if any risk situation arises. All potential incidents are also investigated and required corrective and preventive actions are taken to eliminate the incidents.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes

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

Safety Incident/Number	Category	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	40.33	Nil
	Workers		Nil
Total recordable work-related injuries	Employees	6	Nil
	Workers	18	Nil
No. of fatalities	Employees	4	Nil
	Workers	2	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

- The Company have implemented Hazard identification and Hazard assessment methodologies which identifies work related hazards including routine and non-routine activities. The Company has deployed Hazard and Operability (HAZOP) for process related hazards, Hazard Identification and Risk assessment (HIRA) for routine and non-routine activities and Health Risk Assessment (HRA) for identifying exposure related activities.
- The Company conducts toolbox talk (TBT) on daily basis in each shift which helps in maintaining workplace free from hazards.
- Regular site review, inspections, and audits to assess safety preparedness.
- Regular training on occupational health & safety training.

This year 27 internal and 9 external audits have been conducted for systematic and comprehensive evaluations of implementation of occupational health and safety practices, policies, and procedures. Along with these the regular trainings was provided on occupational health & safety for an average of 25.86 hours.

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

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

14. Assessments for the year:

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

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.

The assessments conducted for health & safety practices and working conditions didn't highlight any major concern in this financial year. However, the Company is dynamically working towards Hazard Identification and Risk assessment (HIRA) for routine and non-routine activities and Health Risk Assessment (HRA) for identifying exposure related activities. And, deploy relevant and impactful Corrective Action and Preventive Actions (CAPA) to mitigate the risks associated with the occupational health & safety.

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):

- Employees (Yes/No): Yes
- Workers (Yes/No): Yes

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

The Company has adopted requisite systems in forms of General Conditions and Contracts that mandates the contractors and vendors to deduct and deposit statutory dues. Furthermore, the Company is approving vendors by their periodic reviews that dues have been duly deducted and deposited in accordance with applicable norms, especially GST, PF and ESIC.

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:

Category	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	
	Current FY 2022-23	Previous FY 2021-22	Current FY 2022-23	Previous FY 2021-22
Employees	6	Nil	6	Nil
Workers	18	Nil	18	Nil

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

No, the Company doesn't provide such assistance programs.

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Company is actively developing a plan of undertaking the process of assessment of the value chain partners in the current financial year.
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.

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

At our Company, we recognize the importance of our stakeholders and their interests, including those who are vulnerable and marginalized. We prioritize engaging with our stakeholders and valuing their feedback through comprehensive policies and processes. Our goal is to create positive impact and maximize value for our stakeholders through our activities, products, processes, and decisions. By working collaboratively with our stakeholders, we aim to build a stronger society and uplift our business.



Essential Indicators

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

The individuals or groups who are affected, either directly or indirectly, by the operations and activities of the business and with whom we engage regularly for purposes such as reporting, relationship building, and business interactions are considered the key stakeholders.

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

Stakeholder Group	Whether identified as a Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ol style="list-style-type: none"> 1. Customer feedback, 2. Customer satisfaction survey, 3. Phone calls, emails and Meetings, 4. Signed contracts, 5. Exhibitions, Events 6. Customer visits & audits 7. Websites 	As and When Required	<ol style="list-style-type: none"> 1. Timely Delivery, 2. Quality 3. Pricing 4. post-sales support, 5. Product Related certification, 6. EHS Management systems
Employees	No	<ol style="list-style-type: none"> 1. Emails and Meetings, 2. Employee satisfaction surveys, 3. Training programs, 4. performance appraisal reviews, 5. Grievance Redressal Mechanisms 	As and When Required	<ol style="list-style-type: none"> 1. Fair wages and rewards, 2. Work life Balance, 3. Training & Skill development, 4. Career Growth, 5. Occupational Health and safety, 6. Job Security, 7. Transparent Communication
Suppliers	No	<ol style="list-style-type: none"> 1. Emails and Meetings, 2. Vendor Assessment, 3. Signed Contracts 	As and When Required	<ol style="list-style-type: none"> 1. Timely Payment, 2. Continuity of orders, 3. Capacity Building, 4. Transparency
Communities	No	<ol style="list-style-type: none"> 1. Training & Workshops, 2. Regular meetings, 3. Need assessment & Satisfaction surveys, 4. CSR reports 	As and When Required	<ol style="list-style-type: none"> 1. Local Employment, 2. Environmental pollution control, 3. Infrastructure development, 4. Training & livelihood programs, 5. Participation in social services
Investors & Shareholders	No	<ol style="list-style-type: none"> 1. Shareholders Meetings, 2. Publishing requisite notices/press releases/ other communications through Newspapers Advertisements/e-mails/ websites, 3. Annual Reports, 4. Company's Website/ dissemination of requisite information on website of stock exchanges and depositories, 5. Investor interactions/ Calls 	As and When Required	<ol style="list-style-type: none"> 1. Sustainable growth & returns, 2. Risk Management, 3. Corporate Governance, 4. Market Share, 5. Operational Performance
Governments and Regulatory Bodies	No	<ol style="list-style-type: none"> 1. Annual Reports, 2. Statutory filings, 3. Communication with regulatory bodies, 4. Formal Dialogues 	As and When Required	

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

Stakeholder Group	Whether identified as a 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
Media	No	1. social media, 2. Press releases, 3. Interviews, 4. Website	As and when required	

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company values the unique goals of its stakeholders and interacts with them through various communication channels according to their relevance and preferences. We have considered all the stakeholders on whom our activities may impact, and we have captured their concerns/feedback by adopting the ISO 26000 (Social Responsibility) guidelines. We developed a checklist by considering the above guidelines and collected their response through suitable media.

The Stakeholders Relationship Committee plays a vital role in ensuring a constructive engagement and resolving any issues that may arise. Additionally, the committee is responsible for reviewing the steps taken to enhance stakeholder engagement on an ongoing basis.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. Stakeholder consultation is used to support the identification and management of environmental and social topics. The business determines its stakeholders based on experiences, knowledge, sectoral landscape, and organizational influence.

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

Every neighborhood close to our factories is seen as a crucial stakeholder. Because of the energy, water, and raw materials we use, as well as the emissions and waste streams we produce, we are aware of the immediate and indirect, socioeconomic and environmental effects it has on the communities. We have always seen our dedication to Corporate Social Responsibility (CSR) as a chance to maximize good benefits and minimize negative ones. For instance, we are dedicated to empowering and supporting vulnerable and marginalized groups through education and skill development programs. The Company also strives to enhance its relationship with the local community by organizing various events such as community drives, women's day celebrations, cricket tournaments, and road safety campaigns, among others. These initiatives demonstrate the Company's strong commitment to social responsibility and building a better future for all.

PRINCIPLE 5: Businesses should respect and promote human rights

The Company is actively steering a work environment that is free from harassment and discrimination and fosters a healthy and inclusive workplace. The commitment of developing robust policies and systems demonstrates the dedication towards ensuring the well-being and empowerment of the workforce. Conducting training and awareness programs which encompasses aspects like dignity, well-being, and human rights further reinforces the importance of treating every stakeholder with respect and fairness.



Essential Indicators

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	846	238	28.13%	672	135	20%
Other than permanent	NA	NA	NA	NA	NA	NA
Total	846	238	28.13%	672	135	20%
Workers						
Permanent	818	108	13.2%	819	168	20.15%
Other than permanent	1361	108	7.9%	453	20	4.42%
Total	2179	216	9.91%	1272	188	14.77%

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

Category	FY 2022-23 (Current FY)					FY 2021-22 (Previous FY)				
	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)
Employees										
Permanent										
Male	802	NA	NA	802	100%	636	NA	NA	636	100%
Female	44	NA	NA	44	100%	36	NA	NA	36	100%
Other than Permanent										
Male	0	NA	NA	NA	NA	0	NA	NA	NA	NA
Female	0	NA	NA	NA	NA	0	NA	NA	NA	NA
Workers										
Permanent										
Male	818	NA	NA	818	100%	819	NA	NA	819	100%
Female	0	NA	NA	NA	NA	0	NA	NA	NA	NA
Other than Permanent										
Male	1345	91	6.77%	1254	93.23%	453	NA	NA	NA	0%
Female	16	16	100%	NA	NA	0	NA	NA	NA	NA

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

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category (₹ in Lacs)	Number	Median remuneration/salary/wages of respective category (₹ in Lacs)
Board of Directors (BoD)	1	216	1	216
Key Managerial Personnel	9	74.25	0	0
Employees other than BoD and KMP	674	5.22	40	3.09
Workers	809	2.53	0	0

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, as a responsible business, the Company is committed to protecting and fostering fundamental human rights for all employees and workers, irrespective of whether they are directly employed or through a third-party. Our HR department proactively works for addressing human rights impacts or issues caused or contributed to by the business.

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

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

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

	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	NA	NA	Nil	NA	NA
Discrimination at workplace	Nil	NA	NA	Nil	NA	NA
Child Labour	Nil	NA	NA	Nil	NA	NA
Forced Labour/Involuntary Labour	Nil	NA	NA	Nil	NA	NA
Wages	Nil	NA	NA	Nil	NA	NA
Other human rights related issues	Nil	NA	NA	Nil	NA	NA

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

The Company's Whistle Blower /Vigil Mechanism Policy discloses the provision which prevents adverse consequences to the complainant in discrimination and harassment cases. The policy directs about maintaining confidentiality to the extent or with those persons as required for completing the process of investigations.

The Company strictly ensures that no unfair treatment will be meted out to a Whistle Blower by virtue of his/her complaint. Adequate safeguards against victimization of complainants are provided to minimize difficulties which the Whistle Blower may experience as from making the Protected Disclosure. And, the identity of the Whistle Blower shall be kept confidential to the extent possible and permitted under law.

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

Yes, the Company has a well-structured supplier code of conduct in place which covers important aspects of the human rights issues and which should be followed by every stakeholder associated with them.

9. Assessments for the year:

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

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

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

Leadership Indicators

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

NA. The Company has not modified/introduced business processes as a result of Human Rights grievances/complaints.

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

The Company comprehensively undertakes internal Human Rights Due Diligence process on a quarterly basis. The procedure in place identifies, prevents and addresses actual or potential human rights impacts resulting from their activities or the activities of those with which they have relationships. The procedure in place identifies, prevents and addresses actual or potential human rights impacts by covering all operations of Anupam Rasayan India Limited.

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, the Company has specific infrastructure like facility of elevators, ramps, special restrooms & signages for easy accessibility of differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

The Company is actively developing a plan of undertaking the process of assessment of the value chain partners.

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	The Company is in process of developing a robust assessment with regards to certain suppliers or subcontractors in supply chain which may not adhere to accepted norms for working conditions and human rights. Active mitigation plan is implemented by the Company by its updated Supplier Policy which ensures the adherence of its suppliers and vendors with the labour, health and safety, ethical, and environmental standards.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
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



At Anupam Rasayan, we are dedicated to promoting sustainable progress and improving societal well-being in the long run. We believe in a comprehensive approach to managing natural resources that aligns with our business goals. We are cognizant of our impact on the triple bottom line: people, planet, and profit. Therefore, we have implemented initiatives to turn our policies and commitments into concrete actions that minimize our environmental impact. We take our responsibility to raise environmental awareness seriously through our operations and community relationship. We are committed to making our operations more sustainable and environmentally friendly.

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A) (in GJ)	265061.16	217838.27
Total fuel consumption (B) (in GJ)	822381.04	1129771.41
Energy consumption through other sources (c) (in GJ)	125996.24	4712.03
Total energy consumption (A+B+C) (in GJ)	1213438.44	1352321.71
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (in GJ per ₹)	0.000087948	0.000126859

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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.

NA. The Company does not have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Hence, no targets have been set under the PAT scheme.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	3,99,895	3,59,462
(iv) Seawater/desalinated water	NIL	NIL
(v) Others (Rainwater storage)	NIL	NIL
Total volume of water withdrawal (in kiloliters) (I + ii + iii + iv + v)	3,99,895	3,59,462
Total volume of water consumption (in kiloliters)	3,31,225	3,59,462
Water intensity per rupee of turnover (Water consumed/turnover) (liters per INR)	0.024007	0.033721

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

Yes, we have a robust wastewater treatment infrastructure that includes primary, secondary, and tertiary treatment facilities. We practice stream segregation at source and then the treatment is done accordingly. Our secondary treatment system uses Multi-Effect Evaporation (MEE) technology while our tertiary treatment employs Agitated Thin Film Dryer (ATFD) and soil biotechnology. We are also proud to be a founding member of a Common Effluent Treatment Plant (CETP) in the industrial area that we operate. We discharge our treated wastewater as per the norms so as to encourage responsible discharge practices among other organizations in the vicinity.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	mg/m3	Within permissible limit	Within permissible limit
SOx	mg/m3	Within permissible limit	Within permissible limit
Particulate matter (PM)	mg/m3	Within permissible limit	Within permissible limit
Persistent organic pollutants (POP)	NA	Within permissible limit	Within permissible limit
Volatile organic compounds (VOC)	NA	Within permissible limit	Within permissible limit
Hazardous air pollutants (HAP)	mg/m3	Within permissible limit	Within permissible limit
Others – please specify	PPM	NA	NA

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	76390.371	97518.6
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	32945.170	41122.18
Total Scope 1 and Scope 2 Emissions per rupee of turnover	kg CO ₂ e/Rs	0.007925	0.013005

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

Yes, at Anupam Rasayan, we take our responsibility towards the environment seriously. In line with this:

- We have set a target of achieving 20% to 25% renewable energy usage across all sites by 2030 and have already made significant progress towards this by achieving a 37% reduction in scope 2 emissions through our 17.9 MW solar plant.
- We regularly conduct energy audits to identify areas where we can increase our energy efficiency and are exploring the usage of biomass to further reduce our GHG emissions.
- Additionally, we are committed to reducing our waste to landfill and have successfully diverted 85.43% of our waste through recycling, reuse, and co-processing.

We will continue to explore and undertake initiatives to reduce our GHG emissions and contribute to a sustainable future. More details on our targets and initiatives can be found in our <https://www.anupamrasayan.com/sustainability-reports/>

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	62.86	Nil
E-waste (B)	2.85	Nil
Bio-medical waste (C)	0.01	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	1.18	Nil
Radioactive waste (F)	Nil	NA
Other Hazardous waste. Please specify, if any. (G)	43899.72	42406.53
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2566.58	2248.75
Total (A+B + C + D + E + F + G+ H)	46533.20	44655.28
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Re-used	3849.40	5135.63
(ii) Recycle (waste water)	41962.29 KL	61270.77 KL
(iii) Co-processing	7649.59	7066.81
(iv) Recycled	28149.29	23487.82
(v) Steam Condensate reuse	116136.93	110058.01
Total	197747.50	207018.22

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method		
(i) Incineration	Nil	Nil
(ii) Landfilling	6474.209	7280.759
Total	6474.209	7280.759

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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 product and processes and the practices adopted to manage such wastes.

As a chemical manufacturing Company that prioritizes the environment, our primary objective is to manage waste at its source through segregation, allowing for effective management.

- We adhere to the 3R waste management principles - reduce, reuse, and recycle. Our Company has implemented environmentally friendly processes that produce less waste than traditional methods, such as hydrogenation, resulting in decreased hazardous waste.
- We recycle our effluent and reuse it on-site, actively pursuing zero liquid discharge.
- We have successfully diverted 85.43% of our waste from landfills to recycling or reuse activities
- We also recover waste heat and utilize it, thus minimizing energy requirements.
- We are enhancing the safety and hygiene of our premises by adopting the latest available technologies to handle hazardous and toxic chemicals.
- Additionally, we are increasing employee awareness regarding the proper handling and usage of these chemicals.

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

Sr. 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.
	NA	NA	NA

Our Company operates solely within designated industrial areas and does not have any offices located in or around ecologically sensitive regions, such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones. As a result, we do not require any environmental approvals or clearances for our operations.

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

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

The Company has not undertaken any environmental impact assessments of projects based on applicable law in FY 22-23.

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:

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

We adhere to the relevant environmental laws, regulations, and guidelines in India, including the following

- Water (Prevention and Control of Pollution) Act 1974,
- Air (Prevention and Control of Pollution) Act 1981,
- Environment Protection Act 1986,
- Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016
- Chemical Accidents (Emergency Planning, Preparedness, and Response) Rules, 1996
- Central Motor Vehicles Rules 1989 and their associated rules.

Leadership Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources (in GJ)		
Total electricity consumption (A) (in GJ)	71071.92	31464.38
Total fuel consumption (B) (in GJ)	0	0
Energy consumption through other sources (C) (in GJ)	0	0
Total energy consumed from renewable sources (A+B+C)	71071.92	31464.38
From non-renewable sources (in GJ)		
Total electricity consumption (D) (in GJ)	193989.24	186373.89
Total fuel consumption (E) (in GJ)	822381.04	1129771.41
Energy consumption through other sources (F) (in GJ)	125996.24	4712.03
Total energy consumed from non-renewable sources (D+E+F) (in GJ)	1142366.52	1320857.33

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

2. Provide the following details related to water discharged:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	m3	NA	NA
- No treatment	m3	NA	NA
- With treatment	m3	NA	NA
(ii) Into Groundwater	m3	NA	NA
- No treatment	m3	NA	NA
- With treatment	m3	NA	NA

2. Provide the following details related to water discharged: (Contd.)

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
(iii) Into Seawater	m ³	NA	NA
- No treatment	m ³	NA	NA
- With treatment	m ³	NA	NA
(iv) Sent to third-parties	KL	68669.08	32272.04
- No treatment	m ³	NA	NA
- With treatment – We have primary, secondary (MEE & ATFD) and tertiary treatment facility available for effluent treatment after stream segregation at source.	KL	68669.08	32272.04
(v) Others	m ³	NA	NA
- No treatment	m ³	NA	NA
- With treatment	m ³	NA	NA
Total water discharged (in kilolitres)	KL	68669.08	32272.04

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

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

- (i) Name of the area: NA
(ii) Nature of operations: NA

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)			
(i) Surface water	m ³	Nil	Nil
(ii) Groundwater	m ³	Nil	Nil
(iii) Third party water	m ³	Nil	Nil
(iv) Seawater/desalinated water	m ³	Nil	Nil
(v) Others	m ³	Nil	Nil
Total volume of water withdrawal (in kilolitres)	m ³	Nil	Nil
Total volume of water consumption (in kilolitres)	m ³	Nil	Nil
Water intensity per rupee of turnover (Water consumed/ turnover)	KL per crore INR	Nil	Nil
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	m ³	Nil	Nil
- No treatment	m ³	Nil	Nil
- With treatment – please specify level of treatment	m ³	Nil	Nil
(ii) Into Groundwater	m ³	Nil	Nil
- No treatment	m ³	Nil	Nil
- With treatment – please specify level of treatment	m ³	Nil	Nil

(iii) Water withdrawal, consumption and discharge in the following format: (Contd.)

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
(iii) Into Seawater	m ³	Nil	Nil
- No treatment	m3	Nil	Nil
- With treatment – please specify level of treatment	m3	Nil	Nil
(iv) Sent to third-parties	m3	Nil	Nil
- No treatment	m3	Nil	Nil
- With treatment – please specify level of treatment	m3	Nil	Nil
(v) Others	m3	Nil	Nil
- No treatment	m3	Nil	Nil
- With treatment – please specify level of treatment	m3	Nil	Nil
Total water discharged (in kilolitres)	m3	Nil	Nil

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	2,64,888.35	Not Available
Total Scope 3 emissions per rupee of turnover	Kg CO ₂ e/ INR	0.0192	NIL

* We have initiated Scope 3 emission data monitoring this year itself i.e. FY 2022-23. Thus, data for previous year is not available

Note: Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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. The Company does not have operations/offices in/around any ecologically sensitive areas (ESAs) or ecologically fragile areas (EFAs).

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary) by Anupam Rasayan	Outcome of the initiative
1.	Installation of 17.9 MW solar power plant	We have installed solar power plants of 12.5 MW in Gujarat and another 5.4 MW in Gujarat to help the Company further increase the share of renewable sources in its energy mix.	Significant reduction in Scope 2 emissions by 37% in this year.
2.	Energy Audits	We conduct energy audits every three (3) years to help the Company identify opportunities to increase efficiency and reduce resource utilization.	We have installed the energy efficient equipment in reporting year to save energy.
3.	Target of zero waste to Landfill by 2025	Our waste consists of hazardous and non-hazardous waste which are managed by co-processing, reusing and diverting from landfill.	We have successfully diverted 85.43 % of our waste from landfills to recycling or reuse activities.
4.	Tertiary treatment facility for effluents	We process our effluents through primary and secondary treatment (MEE) and then employing tertiary treatment through agitated thin film dryers (ATFD) and soil biotechnology.	Our discharge is treated through three tier treatment process and is over and above the statutory effluent discharge guidelines.

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: (Contd.)

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary) by Anupam Rasayan	Outcome of the initiative
5.	Energy efficiency initiatives	We have installed economizers to recover waste heat and utilize it, thus minimizing energy requirements.	The outcome of this initiative will be seen in current financial year as we have installed the same towards the end of reporting year.

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

Our Company has established a comprehensive business continuity and disaster management plan, which involves identifying potential threats and opportunities through a threat matrix. The approach used for this matrix is the minimal operational requirement of any particular department that is necessary to keep it functional. Each site has a detailed action plan in place, enabling us to continue business operations with minimal resources if necessary. Additionally, we have both onsite and offsite emergency plans in place, which are readily available at each site, and our employees are trained to respond effectively to any emergency situation.

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

No, there has been no significant adverse impact to the environment, arising from our value chain identified till now. As part of our commitment to sustainability, we strive to minimize the environmental impact of our value chain. We recognize that our operations have an impact on the environment, and we have taken a proactive approach to address any adverse impacts. Moving forward, we will continue to assess the impact of our operations and supply chain, and implement mitigation measures where necessary. We are actively exploring and investing in new technologies and processes to reduce our carbon footprint and minimize waste. Additionally, we are working with our suppliers and partners to promote sustainable practices throughout our value chain. Our goal is to create a sustainable and resilient business that contributes positively to the environment and communities in which we operate.

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

We will start assessing the vendors in current financial year.

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



Anupam Rasayan prioritizes transparency by providing disclosing the public and regulatory bodies with timely and adequate information. Interactions with regulatory bodies and relevant authorities should indeed be based on principles such as integrity and transparency. Authorizing and training qualified officials to engage with trade chambers and industry associations ensures that the Company's positions and concerns are effectively communicated. This allows for a constructive dialogue with key stakeholders and helps influence policy-making processes in a way that aligns with sustainability objectives. The Company is actively participative in representing the opinions and concerns to regulatory bodies which demonstrates the commitment towards driving positive change and contributing to the development of a conducive business environment.

Essential Indicators

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

The Company has a total 10 affiliations with trade and industry chambers/ associations.

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

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

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. (Contd.)

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
7	South Gujarat chamber of commerce	State
8	EBG Federation, India	National
9	Madras Management Association (Tanfac Industries Limited)	National
10	Chemical Industries Association (Tanfac Industries Limited)	National

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

The Company did not receive any adverse orders from regulatory authorities for FY 2022-23, as our conduct cultivate a workplace environment that values integrity, fairness, and ethical decision-making, contributing to employee satisfaction, organizational reputation, and long-term success.

Name of Authority	Brief of the case	Corrective action taken
NA	NA	NA

Leadership Indicators

1. Details of public policy positions advocated by the entity.

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other-please specify)	Web Link, if available
1	NA	NA	NA	NA	NA

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



Our goal is to promote equitable and sustainable community development, with a significant emphasis on inclusivity. We believe in connecting with the community and we have a comprehensive framework for engaging. We aim to foster a culture that prioritizes the integration of Corporate Social Responsibility (CSR) values with our business objectives. Our unwavering belief in the philosophy of compassionate care drives our commitment to act on the principles of generosity and compassion. We are fully dedicated to creating a society that serves everyone, and to that end, we pursue initiatives focused on quality management, environmental preservation, and socio-economic upliftment.

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
Nil	Nil	Nil	Nil	Nil	Nil

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

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

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

We have a comprehensive grievance redressal mechanism for all our stakeholders. The grievance handling process is designed to be inclusive and accessible, with individuals able to submit grievances in written or verbal form and in various local languages. These grievances can be submitted through email (grievances@anupamrasayan.com), postal mail and local community relations staff to the Vigil Department of the Company. Anonymous grievances and those made on behalf of others are also accepted, and local suppliers are also welcomed to express their concerns.

Upon receiving a grievance, the Company acknowledges its receipt and assesses its severity before assigning it to a designate person from HR/Legal dept, who will follow through the process to ensure effective redressal. Grievances that are deemed to be of high severity are escalated to senior

management levels for further investigation. The designated grievance manager and relevant departments work together to investigate the grievance and propose a resolution to the complainant. In some cases, additional information may be requested from the complainant to ensure a thorough investigation.

The Company strives for a dialogue-based approach to resolving grievances, working together with the complainant to find a resolution. Remedies are proposed on a case-by-case basis, and if the proposed solution is not accepted by the complainant, they have the option to appeal. The appeal will be reviewed by alternate investigators to ensure a fair evaluation of the grievance.

The Company's ultimate goal is to resolve grievances quickly, and once the complainant accepts the proposed solution, the grievance is considered resolved.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers: Anupam Rasayan India Limited

	FY 2022-23 Current FY	FY 2021-22 Previous FY
Directly sourced from MSMEs/ Small producers	0 %	4.12 %
Sourced directly from within the district and neighboring districts	79.66 %	73.73%
Sourced from outside India (Import)	20.34 %	22.15%

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):

Not Applicable

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

Sr. No.	State	Aspirational District	Amount Spent in ₹
NA	NA	NA	NA

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

No

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

NA. The Company does not purchase from suppliers comprising of marginalized/vulnerable groups.

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

NA. The Company does not purchase from suppliers comprising of marginalized/vulnerable groups.

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

We did not own or acquire any intellectual property based on traditional knowledge in the current financial year, and therefore, no benefits were derived or shared from such properties.

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.

The Company has had no adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. Thus, no correct actions are underway on such issues.

6. Details of beneficiaries of CSR Projects.

Sr. No.	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
Anupam Rasayan India Limited			
1.	Support to blood bank for treating the children suffering from Thalassemia and other blood disorders like Sickle Cell and Hemophilia through Surat Raktadan Kendra & Research Center	3955 units were given to 165 persons	48% from vulnerable and marginalized group
2.	Setting of Special Neonatal Care Unit/ Special New Born Care Unit (SNCU) follow-up through SEWA Rural	1484 persons	83% from marginalized group
3.	Building a center to facilitate advanced cancer treatment for patients through Shree Mahavir Health & Medical Relief Society	CSR contribution was made for the construction of hospital building. The cancer patients of South Gujarat will be benefitted from the hospital.	
4.	Construction of Intensive Care Unit of Shree Guru Nanak Dharmarth Hospital through Shree Guru Nanak Charitable Trust	CSR contribution was made for the construction of Intensive Care Unit of Hospital. The patients will be treated at nominal cost.	
5.	Facilitating free medical treatments to the cancer patients through Lions Cancer Detection Centre Trust	200 patients were benefitted	80% from vulnerable and marginalized group
6.	Procurement of advanced sonography machine for the patient of Dinbandhu Hospital through Udhna Rotary Foundation Trust	301 patients were benefitted	90% from vulnerable group
7.	Bird Rescue, Rehabilitation and Animal Welfare undertaken through Prayas Team Environment Charitable Trust	5141 Animals, Birds and Reptiles were benefitted	NA
8.	One Teacher School "Ekal Vidyalaya" undertaken through Friends of Tribals Society	1326 boys and 1396 girls. Total: 2722 children	100% from vulnerable and marginalized group
9.	Empowering adolescents through SEWA Rural	6600 students	94% from marginalized group
Tanfac Industries Limited			
10.	Education <ul style="list-style-type: none"> Higher Education Support provided to economically backward and bright students of Cuddalore District. Education Support to Government Schools through NAMMA SCHOOL FOUNDATION formed by Tamil Nadu Government. Supported for Construction of Class room and Yoga Hall for Kala Kendrum School, Cuddalore. Tanjore Painting training for female poor students. <p>Supported Nearby villages 4 Government Schools during Independence and Republic Day Programme by providing of education materials.</p>	3235	100 % beneficiaries are from vulnerable and marginalized group
11.	Health <ul style="list-style-type: none"> Conducted eye camp in Rasapettai Village Government Schools. Provided Dialysis Machine to Lions Eternal Empathy Foundation for benefit of Dialysis Patients. Supported for Physiotherapy and Sensory integration therapy for children to improve Health Conditions. Supported to District Administration for conducting Drug Addiction Awareness Campaign. <p>Supported for Medicine and other requirements for Cancer affected children, Pattanur, Villupuram district.</p>	2250	100 % of beneficiaries are from villages, who are from vulnerable and marginalised group.

Sr. No.	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
12.	Infrastructure & Others <ul style="list-style-type: none"> Contributed to District Administration towards Desilting of Lake / Ponds towards conservation of water. Provided Cloth bag vending machine to prevent use of plastics to conserve Environment. Conducted Environment Plastic abatement awareness programme for the public by providing of Manjappai in co-ordination with TNPCB & District Administration. Supported to International Chess Olympiad 2022 organized by Tamil Nadu Government. Supported to District Administration for Sports awareness Programme to maintain Health conditions of society. Provided Cardiac Bed to Advanced Primary Health Centre, Karaikadu. 	14187	100 % beneficiary are from vulnerable and marginalised group.

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



We prioritize establishing a sensitive and responsible partnership with our customers to enhance their experience. Our engagement with consumers happens through multiple channels, and we have a clear and straightforward process for registering feedback and complaints. Our customers have access to all our engagement platforms and communications, and we continuously improve our business processes to provide exceptional service. Meeting our customers' needs, adding value, and surpassing their expectations is our top priority, and we always conduct ethical operations with them.

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

We have established procedures for addressing consumer complaints. The complaints are prioritized according to their criticality. In addition, we have a feedback mechanism on the basis of which we update and continuously improve our systems. Customer complaints are received through the suitable media and routed to quality units for further actions.

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

Information related to	As a percentage to total turnover
Environment and Social parameters relevant to product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Others	Nil	Nil	NA	Nil	Nil	NA

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

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

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, we have a policy on cyber security and risks related to data privacy. To ensure the proper handling of consumer information, the Company has implemented a robust Information Security and Data Protection Policy. This policy reflects the Company's commitment to handling sensitive data with the utmost care and diligence. Currently, the policy is available on the intranet.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.

During the financial year, we did not receive any penalties or regulatory action related to the safety of our products.

Leadership Indicators

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

We offer a diverse portfolio of specialty chemicals, ranging from custom synthesis to manufacturing of specialty intermediates and active ingredients. Our portfolio includes a wide range of products and services, including agrochemicals, specialty intermediates, life science chemicals, and performance chemicals, all designed to meet the needs of our customers in various industries. This information is available on the following links

<https://www.anupamrasayan.com/life-science-related-specialty-chemicals/>

<https://www.anupamrasayan.com/other-specialty-chemicals/>

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

We uphold all necessary safety requirements regarding chemical handling. We provide material safety data sheets (MSDS) to all our customers which includes chemical compositions, hazard information and safe handling instructions.

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

To ensure uninterrupted essential services to our customers, we have established change procedures that trigger communication through relevant channels such as emails in case of any risk of disruption or discontinuation.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)? If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, we adhere to the Classification, Labelling and Packaging (CLP) Regulation of the United Nations' Globally Harmonised System (GHS) labeling requirements to provide our customers with the necessary information on our products. We actively seek feedback from our customers to continuously improve our systems and processes to ensure that we meet our customers' needs and expectations.

5. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact - Nil
- Percentage of data breaches involving personally identifiable information of customers - Nil



Assurance statement on third-party verification of sustainability information

Unique identification number: **4153837458**

TÜV SÜD South Asia Pvt. Ltd. (hereinafter TÜV SÜD) has been engaged by Anupam Rasayan India Ltd. to perform a limited assurance and verification of sustainability information in the “BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT” of Anupam Rasayan India Limited (hereinafter “Company”) for the period from 1st April 2022 to 31st March 2023. The verification was carried out according to the steps and methods described below.

Scope of the verification

The third-party verification was conducted to obtain limited assurance about whether the sustainability information is prepared in accordance with the reporting criteria of the Standard on International Standard on Assurance Engagements (ISAE) 3000 (hereinafter “Reporting Criteria”).

The following selected disclosures are included in the scope of the assurance engagement:

- qualitative and quantitative disclosures on sustainability in the “BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT”, published at [Report link](#)

S.No.	BRSR indicator reference	Description of indicator
1.	Section A – 18-a	Employees and workers (including differently abled).
2.	Section A – 18-b	Differently abled Employees and workers.
3.	Section A – 19	Participation/Inclusion/Representation of women.
4.	Section A – 20	Turnover rate for permanent employees and workers.
5.	Section A – 23	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct.
6.	Section B – 6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.
7.	Section C – Principle 1 – 1 (Essential Indicator)	Percentage coverage by training and awareness programmes on any of the Principles during the Financial Year.
8.	Section C – Principle 1 – 1 (Leadership Indicator)	Awareness programmes conducted for value chain partners on any of the Principles during the Financial Year.
9.	Section C – Principle 2 – 2-A (Essential Indicator)	Procedures in place for sustainable sourcing?
10.	Section C – Principle 2 – 2-B (Essential Indicator)	Percentage of inputs were sourced sustainably?
11.	Section C – Principle 2 – 4 (Essential Indicator)	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



12.	Section C – Principle 2 – 3 (Leadership Indicator)	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).
13.	Section C – Principle 2 – 4 (Leadership Indicator)	Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed.
14.	Section C – Principle 3 – 1 (Essential Indicator)	Details of measures for the well-being of employees and workers.
15.	Section C – Principle 3 – 2 (Essential Indicator)	Details of retirement benefits, for Current Financial Year
16.	Section C – Principle 3 – 3 (Essential Indicator)	Accessibility to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016
17.	Section C – Principle 3 – 5 (Essential Indicator)	Return to work and Retention rates of permanent employees and workers that took parental leave
18.	Section C – Principle 3 – 6 (Essential Indicator)	Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?
19.	Section C – Principle 3 – 8 (Essential Indicator)	Details of training given to employees and workers
20.	Section C – Principle 3 – 9 (Essential Indicator)	Details of performance and career development reviews of employees and worker
21.	Section C – Principle 3 – 10 (Essential Indicator)	Health and safety management system
22.	Section C – Principle 3 – 11 (Essential Indicator)	Details of safety related incidents
23.	Section C – Principle 3 – 13 (Essential Indicator)	Number of Complaints on working conditions & Health safety made by employees and workers
24.	Section C – Principle 3 – 14 (Essential Indicator)	Assessments for the year (Health and safety practices, Working Conditions)
25.	Section C – Principle 3 – 1 (Leadership Indicator)	life insurance or any compensatory package in the event of death
26.	Section C – Principle 3 – 3 (Leadership Indicator)	Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:
27.	Section C – Principle 4 – 2 (Essential Indicator)	List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group
28.	Section C – Principle 5 – 1 (Essential Indicator)	Employees and workers who have been provided training on human rights issues and policies of the entity
29.	Section C – Principle 5 – 2 (Essential Indicator)	Details of minimum wages paid to employees and workers
30.	Section C – Principle 5 – 4 (Essential Indicator)	Focal point responsible for addressing human rights impacts or issues caused or contributed to by the business
31.	Section C – Principle 5 – 5 (Essential Indicator)	Internal mechanisms in place to redress grievances related to human rights issues.
32.	Section C – Principle 5 – 6 (Essential Indicator)	Number of Complaints made by employees and workers



33.	Section C – Principle 5 – 9 (Essential Indicator)	Assessments for child labour, Forced/involuntary labour, Sexual harassment, Discrimination at workplace and Wages
34.	Section C – Principle 6 – 1 (Essential Indicator)	Details of total energy consumption and energy intensity
35.	Section C – Principle 6 – 3 (Essential Indicator)	Details of total water consumption and water intensity
36.	Section C – Principle 6 – 5 (Essential Indicator)	Details of air emissions (other than GHG emissions) by the entity
37.	Section C – Principle 6 – 6 (Essential Indicator)	Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions)
38.	Section C – Principle 6 – 7 (Essential Indicator)	Does the entity have any project related to reducing Green House Gas emission?
39.	Section C – Principle 6 – 8 (Essential Indicator)	Details of total waste generated
40.	Section C – Principle 6 – 9 (Essential Indicator)	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
41.	Section C – Principle 6 – 1 (Leadership Indicator)	Break-up of the total energy consumed (in Joules or multiples) from renewable and nonrenewable sources
42.	Section C – Principle 6 – 2 (Leadership Indicator)	Water discharge by destination and level of treatment (in kiloliters)
43.	Section C – Principle 6 – 4 (Leadership Indicator)	Please provide details of total Scope 3 emissions & its intensity
44.	Section C – Principle 6 – 6 (Leadership Indicator)	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
45.	Section C – Principle 8 – 3 (Essential Indicator)	Describe the mechanisms to receive and redress grievances of the community
46.	Section C – Principle 8 – 4 (Essential Indicator)	Percentage of input material sourced from MSME suppliers
47.	Section C – Principle 8 – 5 (Leadership Indicator)	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved
48.	Section C – Principle 9 – 2 (Essential Indicator)	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:
49.	Section C – Principle 9 – 3 (Essential Indicator)	Number of consumer complaints
50.	Section C – Principle 9 – 4 (Essential Indicator)	Details of instances of product recalls on account of safety issues

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the sustainability reporting, and accordingly, we do not express a conclusion on this information. It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.



Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the sustainability information in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for sustainability reporting, the collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a sustainability report that is free of material - intentional or unintentional - erroneous information.

Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based upon the ISO 17029 and ISAE 3000. Regarding the verification process, also called “assurance process” the best practices guidelines used in the TÜV SÜD methodology refers to ISAE 3000 as main reference standards.

The applied level of assurance was “limited assurance”. Because the level of assurance obtained in a limited assurance, the engagement is lower than in a reasonable assurance engagement, the procedures the verification team performs in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the Sustainability Report and applying analytical and other limited assurance procedures.

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor’s own judgment.

The procedures included amongst others:

- Inquiries of personnel who are responsible for the stakeholder engagement und materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls
- Inquiries of company’s representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures and control mechanisms through a sample survey at Surat, Bharuch (Gujarat) & Cuddalore (TN).

Conclusion

On the basis of the assessment procedures carried out from 15.06.2023 to 10.07.2023, Nothing has come to our attention to suggest that the Report does not meet the completeness with respect the Reporting Criteria.

Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the “scope of the verification”. Assurance of further information included in the sustainability reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- Financial data were only considered to the extent to check the compliance with the economic indicators provided by the GRI Standards and were drawn directly from independently audited financial accounts. TÜV SÜD did not perform any further assurance procedures on data, which were subject of the annual financial audit.



- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

Place, Date

24th July 2023

Gurugram (Haryana)

Prosenjit Mitra

DGM- Audit Services

(Business Line - Verification, Validation & Audit)

Shashank Chaudhary

Manager- Sustainability Services