

Date: 13.08.2024

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400001

National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla complex
Bandra(E) Mumbai- 400051

Code No: 539148

Symbol: SHIVALIK

Sub: Business Responsibility and Sustainability Reporting

Dear Sir/ Ma'am,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2023-24, which also forms part of the Annual Report 2023-24.

This is for your information and records.

Thanking You

Yours truly,
For Shivalik Rasayan Limited

Parul Choudhary
Compliance Officer & Company Secretary
ACS: 34854



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Section A: General Disclosures

I. Details of the listed entity

- Corporate Identity Number (CIN) of the Listed Entity:**
- Name of the Listed Entity:** Shivalik Rasayan Limited
- Year of incorporation:** 16.03.1979
- Registered office address:** Kolhupani, P.O. Chandanwari, Dehradun- 248007, Uttarakhand
- Corporate office address:** 1506, Chiranjiv Tower 43, Nehru Place New Delhi-110019
- E-mail:** cfo@shivalikrasayan.com
- Telephone:** 011-47589500
- Website:** www.shivalikrasayan.com
- Financial year for which reporting is being done:** Financial Year 2023-24
- Name of the Stock Exchange(s) where shares are listed:** National Stock Exchange of India Limited and BSE Limited
- Paid-up Capital:** Rs. 7.78 Crores
- Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**
Name: Vinod Kumar
Designation: Chief Financial Officer
Contact: 011-47589500
E-mail id: cfo@shivalikrasayan.com
- Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).** Standalone Basis

II. Products/services

- Details of business activities (*accounting for 90% of the turnover*):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Agrochemicals	94.42
2.	Manufacturing	Pharma API	5.58

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Agrochemicals	20211	94.42
2.	Pharma API	21001	5.58

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	1	4
International	NA	NA	NA

17. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	17
International (No. of Countries)	NA

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

Company does not have export business.

c. A brief on types of customers

Agrochemical: Our customers of Agrochemical business are pesticides formulators.

API: Our customers of Active Pharma Ingredients are finished dosages formulators of pharmaceutical products.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	207	195	94.20	12	5.80
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	207	195	94.20	12	5.80
WORKERS						
4.	Permanent (F)	65	65	100	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	65	65	100	0	0



b. Differently abled Employees and workers: Nil

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	2	18.18
Key Management Personnel*	4	1	25

* Key Management Personnel (KMP) are Managing Director (MD), Whole- Time Director (WTD) Chief Financial Officer (CFO) and Company Secretary (CS).

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	42.04	60.00	43.08	44.94	57.14	45.83	60.91	33.33	55.97
Permanent Workers	58.33	47.06	56.54	42.62	-	42.62	-	-	-

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

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

S. No.	Name of the holding/ Subsidiary/ Associate/ Joint Venture/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Growel Remedies Limited	Holding	47.95	No
2.	Medicamen Biotech Limited	Associate	42.99	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in Lakhs.)- 9,532.77/-

(iii) Net worth (in Lakhs.)- 37,410.18/-

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	http://www.shivalikrasayan.com/Whistle-Blower-Policy	-	-	-	-	-	-
Investors (other than shareholders)	NA	NA	NA	NA	NA	NA	NA
Shareholders	https://scores.gov.in/scores/Welcome.html	-	-	-	-	-	-
Employees and workers	http://www.shivalikrasayan.com/Whistle-Blower-Policy	-	-	-	-	-	-
Customers	www.shivalikrasayan.com	-	-	-	-	-	-
Value Chain Partners	http://www.shivalikrasayan.com/Whistle-Blower-Policy	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Health & Safety	Risk	In chemical industry, Health & Safety can directly impact people and community and	Health & Safety Management Plan, Process Safety & Risk Management,	Negative



			disrupt the operations	Emergency Mitigation System etc.	
2	Business Ethics	Risk	This may impact the brand and trust of stakeholders	SRL Code of Conduct, Monitoring Mechanism to ensure Ethical Conduct	Negative
3	Employee Development	Opportunity	This may improve employee competence, skills and knowledge which is key for organizational growth	Learning and development opportunities for various level of employees	Positive
4	Corporate governance	Opportunity	Good Corporate Governance creates transparent rules and controls, guides leadership, and aligns the interests of various stakeholders	Focus on implementation of various policies, regular review at Senior Management and respective Board Committees. This will strengthen the brand image with respect to transparency, fairness and Accountability towards stakeholders	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The **National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs)** released by the **Ministry of Corporate Affairs** has adopted **nine areas of Business Responsibility**. These briefly are as follows:

P1- Business should conduct and govern themselves with **Ethics, Transparency and Accountability**.

P2- Businesses should provide goods and services that are **safe and contribute to sustainability** throughout their life cycle.

P3- Businesses should promote the **wellbeing of all employees**.

P4- Businesses should **respect the interests of, and be responsive towards all stakeholders**, especially those who are disadvantaged, vulnerable and marginalized.

P5- Businesses should **respect and promote human rights**.

P6- Business should **respect, protect, and make efforts to restore the environment**.

P7- Businesses, when engaged in **influencing public and regulatory policy**, should do so in a **responsible manner**.

P8- Businesses should **support inclusive growth and equitable development**.

P9- Businesses should **engage with and provide value to their customers and consumers in a responsible manner**

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	P1 to P9: Business Responsibility Policy P1: Whistleblower Policy P7: Anti-Bribery & Anti-Corruption Policy P4 & P8: CSR Policy https://shivalikrasayan.com/sri-policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	SRL's Business Responsibility Policy is based on National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business as released by Ministry of Corporate Affairs, Government of India.																		
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Governance, Leadership and Oversight																			
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)	<p>The Company is committed to integrating Environmental, Social and Governance (ESG) principles into its businesses which is central to improving the quality of life of the communities it serves. The Company endeavors to address a majority of the Sustainable Development Goals (SDGs) aimed at building economic capital, ensuring environmental integrity, enabling economic development and building social capital.</p> <p>The Company is committed to conducting beneficial and fair business practices to the labour, human capital and to the community. It provides employees and business associates with working conditions that are clean, safe, healthy and fair. It strives to be the neighbor of choice in the communities in which it operates and contributes to their equitable and inclusive development. To deliver these commitments, the Company has separate CSR Policy. The Company is firmly committed to pursuing ethical practices across its business segments. Our governance framework comprises of systems, policies, processes and practices that enable to build an environment of trust along with ethical practices.</p>																		
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Dr. Vimal Kumar Shrawat, Managing Director under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.																		
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.	Performance of each of the principles is reviewed periodically by various Committees led by the Management and Board of Directors.																		
10. Details of Review of NGRBCs by the Company:																			
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	A	A	A	A	A	A	A	A	



Shivalik Rasayan Limited

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 43, Nehru Place, New Delhi-19
 Tel: +91 11 47589500 (30 Lines), 26221811/26418182
 E-Mail : info@shivalikrasayan.com
 Website: www.shivalikrasayan.com
 CIN: L24237UR1979PLC005041

Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Statutory Compliance Certificate on applicable laws is provided by the MD to the Board of Directors	Annually								
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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
	The Company conducts periodic review of the charters, policies internally by the Senior Management and Board Committees which then drives the policies, projects and performance of the aspects of business responsibility and sustainability.									

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

Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	3	During the year, the Board of Directors of the Company invested their time on various updates pertaining to the business, regulations, Environmental, social, governance matters, etc. These topics comprise insights on the said Principles.	86
Key Managerial Personnel	2	<ul style="list-style-type: none"> • Functional training, • Prevention of Sexual Harassment at the Workplace 	100
Employees other than BOD and KMPs	5	<ul style="list-style-type: none"> • Functional training, • Safety Training • Prevention of Sexual Harassment at the Workplace • Fire training 	82
Workers	3	<ul style="list-style-type: none"> • Safety Trainings • Prevention of Sexual Harassment at the Workplace • Fire Training 	94

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

Regd. Office & Factory: Kolhupani, P.O. Chandanwari, Dehradun-248 007. Phone: 0135-2773429, 2772038, E-mail: ddn@shivalikrasayan.com

Works Dahej-II: D-2/CH/41/A, GIDC Industrial Estates, Dahej-II, Pin- 392140 Distt, Bharuch (Gujarat)

R&D Centre: SP-1192 A&B, Phase-IV, Industrial Area, Bhiwadi-301019, Dist. Alwar, Bhiwadi (Rajasthan) Tel.: 07240009670



Monetary					
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

Non-Monetary				
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	NA	NA	NA
Punishment	NA	NA	NA	NA

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

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

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

Yes, the Company has an Anti-Bribery and Anti-Corruption (ABAC) policy. The Company has adopted formal mechanism for the Directors, employees and other external stakeholders to report their concerns about unethical behaviour, fraud or violation of the Company's Code of Conduct. The Policy provides adequate protection to safeguard employees who avail of the mechanism. No personnel of the Company have been denied access to the Chairperson of the Audit Committee.

The policy is available on the company website at: <https://shivalikrasayan.com/wp-content/uploads/2022/06/Anti-Bribery%20&%20Anti-Corruption%20Policy.pdf>

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

Particulars	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMP		
Employees		

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

Particulars	FY 2023-24		FY 2022-23	
	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 the KMPs	Nil	NA	Nil	NA
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7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable



PRINCIPLE 2-Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicator

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.

Amount in Crore	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D (CAPEX)	12%	45%	Improvement in Chemistry process

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

Yes, during the year, the Company has developed a process for selection of suppliers and third parties which includes various parameters such as guidelines on Environment Health & Safety Policy, Legal Compliance etc.

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

90%

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)**

Plastic drums remaining after unloading of raw material are being dispose of through registered recycler.

- (b) **E-waste**

This is not applicable as the Company is not reclaiming any electronic items. All e-waste generated in-house is handed over to certified vendors for safe disposal.

- (c) **Hazardous waste**

Effluent generated through process is being recycled through Multi Effect Evaporator (MEE) system to achieve Zero Liquid Discharge (ZLD) and sludge after treatment is transferred to authorized recycler for further disposal.

- (d) **Other waste**

Microbiology Lab waste is being sent authorized GPCB recycler.

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.

Annual hazardous waste report submitted annually to respective pollution control board.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	195	20	10.25	20	10.25	-	-	-	-	-	-
Female	12	-	-	-	-	-	-	-	-	-	-
Total	207	20	10.25	20	10.25	-	-	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	65	65	100	65	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	65	65	100	65	100	-	-	-	-	-	-
Other than Permanent workers											
Male	23	23	100	23	100	-	-	-	-	-	-
Female	1	-	-	-	-	-	-	-	-	-	-
Total	24	23	95.83	23	95.83	-	-	-	-	-	-

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	89.5	100	Y	94	100	Y
Gratuity	89.5	24	Y	100	100	Y
ESI	-	79	Y	17	28	Y



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.

Most of our working locations are accessible to differently abled persons

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.

The Company is governed by the BRSR policy whereby all the employees and those eligible are provided with equal opportunities. The Company is committed by an inclusive work culture without any discrimination on the grounds of race, caste, religion, colour, marital status, gender, sex, age, nationality, ethnic origin, disability and such other grounds as prescribed and protected by the applicable laws. <https://shivalikrasayan.com/wp-content/uploads/2022/06/Business%20Responsibility%20Policy.pdf>

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	-	-	-	-
Female	100%	100%	-	-
Total	100%	100%	-	-

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Employees are encouraged to share their concerns with their reporting managers, the HR department and members of the Senior Leadership Team.

The concern received, if any, is investigated by the authorized persons by gathering, validating and analyzing the data. The observations and findings / recommendations are shared and reviewed by the Audit Committee Members.

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)

Total Permanent Employees	Nil	Nil	Nil	Nil	Nil	Nil
- Male	Nil	Nil	Nil	Nil	Nil	Nil
- Female	Nil	Nil	Nil	Nil	Nil	Nil
Total Permanent Workers	Nil	Nil	Nil	Nil	Nil	Nil
- Male	Nil	Nil	Nil	Nil	Nil	Nil
- Female	Nil	Nil	Nil	Nil	Nil	Nil

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill up gradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	195	159	81.53	161	82.56	163	124	76.07	120	73.61
Female	12	11	91.67	10	83.33	19	10	52.63	19	100
Total	207	170	82.12	171	82.60	182	134	73.63	134	73.62
Workers (Only Permanent)										
Male	65	65	100	-	-	74	70	94.59	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	65	65	100			74	70	94.59		

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

100% of eligible employees have received performance and career development reviews.

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 Safety & Health Management system covers activities across all manufacturing locations, offices, research laboratories and supply chain partners and ensures the protection of environment, health & safety of its employees, contractors, visitors and all other relevant stakeholders.

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

The Company has a process for Risk Management which is essential for preventing incidents, injuries, occupational disease, emergency control & prevention and business continuity. Considering the hazards associated with operations and hazardous chemicals used, sites have deployed structured Hazard Assessment, Risk Assessment and Management Process – both qualitative and quantitative which is regularly reviewed and mitigation plans are put in place for high-risk areas.

The process also considers roles and responsibilities, monitoring control measures, competency

training and awareness of individuals associated with such activities. Formal risk assessment training has been provided as appropriate.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes, we encourage our employees/workers to report near-miss incidents identified through various digital platforms which is analyzed from a central repository. All sites have specific procedure for reporting of work-related hazard, injuries, unsafe condition and unsafe act.

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

10% of employees & 100% of workers are covered under Mediclaim Insurance Policy.

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

Nil

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

The Company is committed to continuously employing world-class Safety, Health and Environment ('SHE') practices through benchmarking with the Companies that are best in the business. For all activities including routine or non-routine (permit / project activities) hazards are identified by a trained cross-functional team and risk assessment and management is done through Job Safety Analysis (JSA)/ Standard Operating Procedure (SOP) which is referred before starting any activity. Moreover, Safety Audit is conducted at all manufacturing sites to identify and rectify the gaps in workplace safety. Audit process was carried out to verify SRL's sustainability performance against a defined set of audit criteria on environment, health & employee wellbeing.

Also, adequate medical facilities are present at all manufacturing sites and specialized medical facilities are provided through tie-ups with other hospitals, nursing homes, etc.

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

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

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

Health and safety practices	100
Working Conditions	100

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

All safety-related accidents are being investigated and learnings from investigation reports are shared across organization for deployment of corrective actions to stop recurrence of such incidents. Effectiveness of corrective actions deployment being checked during safety audits. Significant risks/concerns arising from assessment of Health and Safety Practices are addressed through hierarchy of risk controls.

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

Essential Indicators

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

The Company identifies and engages with various stakeholders with the intention of understanding and addressing their expectations and developing short, medium and long-term strategies of the Company. The internal and external groups of key stakeholders identified on the basis of their immediate impact on the operations and working of the Company include Employees, Shareholders, Customers, Communities, Suppliers, Government Authorities, Partners and Vendors.

The Company also engages with the analysts and news media from time to time.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	As needed: Project-related calls and meetings; project management reviews; relationship meetings and reviews; executive meetings and briefings; customer visits.	Continuous	<ul style="list-style-type: none"> Understanding client, industry and business challenges Identifying opportunities to improve SRL service and products Deciding on investments and capabilities required to fulfil demand Understanding client's data privacy and security requirements
Shareholders	No	As needed: Press releases; facility visits; in-person meetings; investor conferences; conference calls, AGM, other shareholder meetings, Annual Reports, quarterly results	Continuous	<ul style="list-style-type: none"> Educating the investor community about SRL integrated value creation model and business strategy for the long term. Helping investors voice their concerns regarding company policies, reporting, strategy, etc. Understanding shareholder expectations
Employees	No	As needed: Project or operations reviews; video conferences; audio conference calls; one-on-one counseling	Continuous	<ul style="list-style-type: none"> Career Management and Growth Prospects Learning opportunities Compensation structure

				<ul style="list-style-type: none"> Building a safety culture and inculcating safe work practices among employees Ongoing desire for more flexible working hours Improving Diversity and Inclusion
Partners and Collaborators	No	As needed: Meetings/calls; visits; partner events	Continuous	<ul style="list-style-type: none"> Stronger partnerships Demand Sustainability Credit worthiness Ethical Behavior Fair Business Practices Governance
Industry bodies, Regulators	No	As needed: Conferences and seminars, working committee meetings, surveys, other meetings	Continuous	<ul style="list-style-type: none"> Ensure 100% compliance to all local laws
Governments; NGOs; local communities; media, industry analysts, society at large	No	As needed: Presentations; project meetings; reviews; calls and meetings; consultative sessions; field visits; conferences and seminars; surveys; press releases, Analyst Days	Continuous	<ul style="list-style-type: none"> Understand areas for sustainable development Communicate SRL performance and strategy; Manage SRL reputation; Share and contribute to thought leadership and insight into public and business concerns; Discuss SRL response to responsible business issues Work in partnership to develop solutions to global challenges



PRINCIPLE 5- Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	207	169	81.64	182	182	100
Other than permanent	-	-	-	-	-	-
Total Employees	207	169	81.64	182	182	100
Workers						
Permanent	65	61	93.84	74	74	100
Other than permanent	-	-	-	-	-	-
Total Workers	65	61	93.84	74	74	100

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

Category	FY 2023-24					FY 2022-23				
	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	195	-	-	195	100	163	-	-	163	100
Female	12	-	-	12	100	19	-	-	19	100
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	65	-	-	65	100	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	23	-	-	23	100	-	-	-	-	-
Female	1	-	-	1	100	-	-	-	-	-

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

Particulars	Male		Female	
	Number	Median remuneration/salary/wages of respective category (in lakhs)	Number	Median remuneration/salary/wages of respective category (in lakhs)



Board of Directors (BOD)	9	78.88	2	-
Key Managerial Personnel	3	33.69	1	7.89
Employees other than BOD and KMP	256	3.50	11	3.30

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. BRSR Policy has been adopted by the Company and the Audit Committee of the Board has an oversight on the progress.

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

The Company is committed to maintain a safe and harmonious business environment and workplace for everyone and believes that every workplace shall be free from harassment and / or any other unsafe or disruptive conditions.

Accordingly, the Company has in place an ethics framework comprising Audit Committee members for redressal of such related issues.

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

Particulars	FY 2023-24			FY 2022-23		
	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					
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human Rights\related issues						

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Nil

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

As part of Whistleblower Policy, the Company has a section mentioned on the protection of identity of the complainant. All such matters are dealt in strict confidence. Also, as part of its Code of Conduct, the Company does not tolerate any form of retaliation against anyone reporting legitimate concerns. Anyone involved in targeting such a person will be subject to disciplinary action



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

Yes, the Company has specific clauses as part of BRSR Policy included in the business agreements and contracts. Human rights forms part of BRSR Policy.

10. Assessments for the year:

Particulars	% of your Plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%, The Company's manufacturing plants, R&D centers and offices were assessed by the Company and/or externally by third parties, as applicable
Forced/involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable

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

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
Total electricity consumption (A)	90,23,35,68,00,000	89,95,87,08,00,000
Total fuel consumption (B)	47,01,986.62	37,45,174.65
Energy consumption through other sources (C)	14,23,925.57	10,03,710.62
Total energy consumption (A+B+C)	90,23,36,29,25,912.19	89,95,87,55,48,885.27
Energy intensity per rupee of turnover (<i>Total energy consumption/ turnover in rupees</i>)(in lakhs)	9632.49	9613.12
Energy intensity (<i>optional</i>) – the relevant metric may be selected by the entity	-	-

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

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.

No

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kiloliters)		
(i) Surface water	12,614.70	13,790
(ii) Groundwater	NA	NA
(iii) Third party water	23,717	21,067
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	36,331.70	34,857
Total volume of water consumption (in kiloliters)	36,331.70	34,857
Water intensity per rupee of turnover (Water consumed / turnover)KL/lakhs	3.87	3.63
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

Yes, ETP (70kl/day), RO (50kl/day), MEE (50kl/day) & STP (20KL/day) for Dahej-II Plant
Multi Effect Evaporator with ATFD and Stripper installed to achieve Zero Liquid Discharge (ZLD) for Dehradun Plant

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	PPM	126.6	156.6
SOx	PPM	65.4	130.8
Particulate matter (PM)	MG/NM ³	454	237.5
Persistent organic pollutants (POP)	PPM	NA	NA
Volatile organic compounds (VOC)	PPM	NA	NA
Hazardous air pollutants (HAP)	PPM	NA	NA
Others– please specify	NA	NA	NA

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

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

Parameter	Unit	FY 2023-24	FY 2022-23
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)	<i>Metric tonnes of CO₂ equivalent</i>	NA	NA
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)	<i>Metric tonnes of CO₂ equivalent</i>	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

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

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

No

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		

Plastic waste (A)	NA	NA
E-waste (B)	NA	NA
Bio-medical waste (C)	0.243	0.204
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	20.555MT	23.845MT
Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B + C + D + E + F + G + H)	20.798MT	24.049MT
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Hazardous Waste is being transferred to Authorized Recycler for disposal at their end at Dehradun Plant	
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Hazardous Waste is being transferred to Authorized Recycler for disposal at their end at Dehradun Plant	
(ii) Landfilling		
(iii) Other disposal operations		
Total		

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

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

As Waste Management Practices we collect, store and dispose the waste to GPCB approved site by GPCB approved transporter through manifest system at Dahej-II plant.

Zero Liquid Discharge is achieved. Multi Effect Evaporator, ATFD and stripper are installed for this purpose.

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:

Regd. Office & Factory: Kolhupani, P.O. Chandanwari, Dehradun-248 007. Phone: 0135-2773429, 2772038, E-mail: ddn@shivalikrasayan.com

Works Dahej-II: D-2/CH/41/A, GIDC Industrial Estates, Dahej-II, Pin- 392140 Distt, Bharuch (Gujarat)

R&D Centre: SP-1192 A&B, Phase-IV, Industrial Area, Bhiwadi-301019, Dist. Alwar, Bhiwadi (Rajasthan) Tel.: 07240009670



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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is complying with all the mentioned acts and rules

S. No.	Specify the law/ regulation	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Nil				

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

Essential Indicators

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

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers associations (State/National)
1	CHEMEXCIL	National
2	Haryana Pesticides Manufacturers Association	State
3	American Chemical Society	International
4	Gujarat Indian Association	State

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

Nil

PRINCIPLE 8- Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Not Applicable

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

Not Applicable

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

The Company has a process to receive and redress concerns/grievances received from the community. A site-level committee consisting of members from various departments viz. administration, security, CSR, etc. is formed which receives the concerns (written/verbal) and works towards its redressal. A joint field visit/investigation is done and the concern is addressed appropriately in a timely manner. The concerns are recorded and tracked for closure.

In addition, the Company proactively engages with the community as a part of the development work. Throughout the year, a number of informal and formal sessions are conducted which help interactions with the community apart from programme specific meetings to facilitate working together. There is a targeted approach for engaging with various sections viz. youth, women and community leaders. Senior leadership interacts with the community regularly.

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

Particulars	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	20%	24%
Sourced directly from within the district and neighboring districts	-	-

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

Essential Indicators

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

SRL customers are provided with multiple mechanisms to report complaints or feedback. For privacy specific complaints, they can also raise incidents with SRL website at www.shivalikrasayan.com or as otherwise notified to the customers from time to time.

We print the customer care contact number and email ID on each pack label to receive customer queries and complaints. The Marketing Team handles the customer care cell and responds to complaints received through the contact number and email id.

Each customer concern is addressed with utmost care at all levels. SRL teams acknowledge, analyze the incidents and develop an action plan to resolve it.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of data privacy, advertising, cyber security, delivery of essential services, restrictive trade practices, unfair trade practices

Nil

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

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

No, such policy

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

None