

Business Responsibility & Sustainability Report

Anupam Rasayan India Limited

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

Sr.	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, 11 th 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, 2023 - March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11	Paid-up Capital	₹ 1,09,78,58,960
12	Contact Person	
	Name of the Person	Mr. Kunal Aneja
	Telephone	Tel: +91-261-2398991
	E-mail address	sustainability@anupamrasayan.com
13	Reporting Boundary	
	Type of Reporting- Select from the Drop-Down List	Consolidated basis
14	Name of assurance provider	TÜV SÜD SOUTH ASIA PVT. LTD
15	Type of assurance obtained	Limited Assurance

II. Product/Services

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

Sr.	Description of Main Activity	Locations	Description of Business Activity	% Turnover of the Entity
1	Chemical Manufacturing	Anupam Rasayan India Limited	Manufacturing of Intermediate Specialty chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products.	100%
		Tanfac Industries Limited		100%

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

Sr.	Product/Service	NIC Code	% of Total Turnover contributed
1	Chemical Sector	20119	100%

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

Location	Number of plants	No. of Offices	Total
National	9	3	12
International	Nil	3	3

19. Market served by the entity:

	Locations	Numbers
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?		48.69%
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

20. Details as at the end of Financial Year:

Sr.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a.	Employees and workers (including differently abled)					
	Employees					
1	Permanent Employees (D)	1003	948	94.52%	55	5.48%
2	Other than Permanent Employees (E)	0	0	0%	0	0%
3	Total Employees (D+E)	1003	948	94.52%	55	5.48%
	Workers					
4	Permanent (F)	893	893	100%	0	0.00%
5	Other than Permanent (G)	1386	1376	99.28%	10	0.72%
6	Total Workers (F+G)	2279	2269	99.56%	10	0.44%
b.	Differently abled employees and workers					
	Employees					
1	Permanent Employees (D)	1	1	100%	0	0
2	Other than Permanent Employees (E)	0	0	-	0	-
3	Total Employees (D+E)	1	1	100%	0	0
	Workers					
4	Permanent (F)	1	1	100%	0	0
5	Other than Permanent (G)	0	0	-	0	-
6	Total Differently Abled Employees (F+G)	1	1	100%	0	0

21. Participation/Inclusion/Representation of women:

Sr. Category	Total (A)	No. and % of females	
		No. (B)	% (B/A)
1. Board of Directors	8	2	25%
2. Key Management Personnel	7	0	0%

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

Category	FY 2023-2024 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.74%	4.04%	6.60%	7.31%	7.23%	7.30%	6.44%	5.56%	6.40%
Permanent Workers	5.73%	0.0%	5.73%	7.76%	0.0%	7.76%	8.79%	0	8.79%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding/subsidiary/associate companies/joint ventures**

Sr.	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	Tanfac Industries Ltd	Subsidiary over which the Company exercises effective control	25.79%	Yes
2	Jainam Intermediates Private Limited	Subsidiary	100%	Yes
3	ARIL Transmodal Logistic Private Limited	Subsidiary	100%	Yes
4	ARIL Fluorospeciality Private Limited	Subsidiary	100%	No
5	Anupam Japan GK	Subsidiary	100%	Yes
6	Anupam Europe AG	Subsidiary	100%	No
7	Anupam USA LLC	Subsidiary	100%	No
8	Tangent Science Private Limited	Associate of Subsidiary	45%	Yes

VI. CSR Details**24.**

a. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
Turnover (in ₹) (for FY 2022-23)	12,84,12,28,957.01
Net worth (in ₹) (as on 31 March 2023)	23,59,44,48,779.85

*This figure is on standalone basis.

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints		Remarks	Number of complaints		Remarks
		filed during the year	pending resolution at close of the year		filed during the year	pending resolution at close of the year	
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

26. 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 implemented a comprehensive decision-making framework that facilitates formulating well-informed strategies, objectives, and targets, aligning with its commitment to excellence and sustainable growth.	Not Applicable	Positive
Resolving Grievances	Opportunity	The organization has established an effective system for addressing grievances, complemented by a robust whistle-blower policy	Not Applicable	Positive
Fundamental principles and rights at work	Opportunity	The Company has established the following policies to protect fundamental principles and rights at work: <ul style="list-style-type: none"> Freedom of Association Policy Forced or Compulsory Labour Policy Abolition of Child Labour Policy Anti-Discrimination Policy 	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)
Due Diligence	Opportunity	The Company's due diligence procedure identifies, prevents, and addresses actual or potential human rights impacts arising from their activities or the activities of their partners.	Not Applicable	Positive
Condition of work and social protection	Opportunity	The Company has various policies in place regarding working conditions and social protection, all of which comply with relevant laws and regulations.	Not Applicable	Positive
Health and safety at work	Opportunity/ Risk	The Company's EHS policy and necessary mechanisms help maintain a safe and healthy workplace. As a chemical manufacturer, the Company's workforce faces various hazards and health and safety risks. Risk mitigation is a dynamic process, and inadequate management can result in both financial and non-financial losses for the Company.	The Company has a fully operational Occupational Health and Safety Management System (OHSMS) based on ISO 45001:2018 implemented across all new sites. A robust reporting procedure is in place, and training programs for employees and workers are available for reporting accidents, near-misses, unsafe acts, and unsafe conditions.	Positive/Negative
Employment and employment relationship	Opportunity	The Company's policies and procedures strengthen employment relationships.	Not Applicable	Positive
Prevention of pollution	Opportunity/ Risk	The Company's EHS policy, supported by its processes, enables responsible management of air emissions, waste, and effluent discharge. As a responsible corporate entity, it is crucial for the Company to effectively manage emissions and comply with regulations to prevent penalties.	The Company is actively engaged in diverse initiatives aimed at water conservation, waste management, and air and emissions control.	Positive/Negative
Sustainable resource use	Opportunity	Through continuous process improvements and the adoption of cleaner energy sources and energy-efficient equipment, the Company ensures the sustainable use of resources.	Not Applicable	Positive
Anti-corruption	Opportunity	The Company's anti-corruption policy, integrated into its Code of Ethics, promotes ethical practices. Additionally, the Company is a signatory of the UN Global Compact.	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)
Respect of Property Rights	Opportunity	The Company's policies and practices ensure respect for both property rights and traditional knowledge.	Not Applicable	Positive
Protecting consumers' health and safety	Opportunity	The Company has implemented a mechanism to provide consumers with comprehensive product information, including clear instructions for safe handling, use, storage, and disposal.	Not Applicable	Positive
Education and awareness	Opportunity	The Company communicates product hazards to consumers through labeling on the packaging, which clearly displays associated risks.	Not Applicable	Positive
Consumer data protection and privacy	Opportunity/ Risk	The Company's information security and data protection policy ensures the safe handling of consumer information with utmost care. It is crucial for the Company to maintain strong measures to protect the data and privacy of consumers. Any breach or leakage of data could result in significant reputational and financial repercussions.	The Company has implemented an Information Security and Data Protection Policy to uphold privacy standards. Additionally, the Company regularly gathers customer feedback to enhance interactions and ensure ongoing customer satisfaction.	Positive/Negative
Employment creation and skills development	Opportunity	Through CSR initiatives, the Company focuses on educating and developing skills among vulnerable and marginalized groups, thereby empowering them for wealth creation.	Not Applicable	Positive
Health	Opportunity	All Company sites are located in designated industrial areas, minimizing the impact of operations on the community. Through CSR initiatives, the Company raises awareness and provides support to the local community regarding their health concerns.	Not Applicable	Positive
Climate Change	Opportunity/ Risk	Company Business model is custom manufacturing of Intermediate Specialty Chemicals, Pharma Intermediates, Polymers, Semi-conductor and electronic chemicals. Due to this business model, emissions are associated.	Company has taken initiatives to tackle risks related to Climate Change as per Paris Agreement. Initiatives like Switching to green Fuels like Bio-mass from the conventional fossil fuels like Coal. Company is also investing in renewable electricity projects to meet target of Net Zero.	Positive/Negative

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	NA	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
	c. Web Link of the Policies, if available	www.anupamrasayan.com/sustainability/policies/								
2	Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	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.	<p>We are practicing following Standards:</p> <ol style="list-style-type: none"> 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"> • Achieve Zero Waste to Landfill by 2025. • Increase average training hours for all employees (including contract-based and full-time) by 50% by 2027. • Increase women's participation in the workforce between 1.5% to 2% of the total workforce by 2027. • Ensure that 50% of key suppliers meet sustainability criteria by 2030. • Scope 2 Net Zero by 2027. • Reduce freshwater consumption in processes across all sites by 5% to 10% by 2030. • Scope 1 Energy Net Zero by 2027 <p>Please refer our Sustainability Report of FY 2023-24 for further details on targets we have defined. Please refer link https://www.anupamrasayan.com/sustainability-reports/</p>								

6	Performance of the entity against the specific commitments, goals and targets alongwith reasons in case the same are not met.	1.	Achieve Zero Waste to Landfill by 2025	89.94% of waste diverted
		2.	Increase average training hours for all employees (including contract-based and full-time) by 50% by 2027	55.81%
		3.	Increase women's participation in the workforce by 1.5% to 2% of the total workforce by 2027	3.04% women participation achieved in total work force
		4.	Ensure that 50% of key suppliers meet sustainability criteria by 2030.	We are initiating the vendor assessments in current financial year.
		5.	Scope 2 Net Zero by 2027	39.5%
		6.	Reduce freshwater consumption in processes across all sites by 5% to 10% by 2030.	8.4% reduction in freshwater consumption
		7.	Scope 1 Energy Net Zero by 2027	3.4 % 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:

The Company is pleased to observe the deeply ingrained sustainable culture at all operational levels, reflecting our firm commitment to sustainability. We are steadfast in our efforts to advance our Environmental, Social, and Governance (ESG) initiatives, with the objective of setting industry-wide benchmarks for sustainability and responsible business practices by 2030. A robust sustainable governance structure has been established to prioritize sustainability within our business operations. Our comprehensive ESG roadmap is aligned with the United Nations Sustainable Development Goals (UN SDGs) and the Global Reporting Initiative (GRI) framework. Over the past year, we have achieved significant progress in our sustainability agenda. For further information, please refer to our sustainability report available 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	1. Mr. Anand Desai Managing Director and BR Head
			2. Mr. Amit Khurana Chief Financial Officer and BR Co-head
			3. Mr. Vikash Chander Senior Business Manager and BR Co-head
		Tanfac Industries Limited	1. Mr. K. Sendhil Naathan Managing Director
			2. 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 a sustainability committee comprised of a chairman and three members. This committee is tasked with developing, implementing, and monitoring ESG-related policies, processes, and strategies. Additionally, it reviews and oversees periodic reports on ESG and sustainability matters. Please refer link: Board of Directors, Committees of the Board and Management Team of the Company - Anupam Rasayan.
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10. Details of Review of NGRBCs by the Company:	P1	P2	P3	P4	P5	P6	P7	P8	P9
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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	NA	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	NA	HY	HY
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	HY	HY	HY	HY	HY	HY	NA	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	1	ESG Mandate, Business Strategies and other Company policies awareness	100%
Key Management Personnel	1	ESG Mandate, Business Strategies and other Company poli-cies awareness	100%
Employees other than BODs & KMPs	6786	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	Nil	Nil	Nil	Nil	No
Penalty/Fine	Nil	Nil	Nil	Nil	No
Penalty/Fine (Tanfac Industries Limited)	Nil	Nil	Nil	Nil	Nil
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

*This value is on standalone basis.

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.

The Company reports that there are no instances where an Appeal or Revision has been preferred in cases of monetary or non-monetary actions. This indicates that the Company has not contested or sought to revise any regulatory decisions or penalties through legal or administrative processes during the reporting period.

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 implemented a comprehensive anti-corruption and anti-bribery policy, which is integrated into its Business Code of Conduct. This policy applies to all stakeholders associated with the Company and explicitly prohibits kickbacks, bribery, and facilitation payments in any form or circumstance. To ensure transparency and accessibility, the Company has made this policy available on website: <https://www.anupamrasayan.com/policies/>, demonstrating its commitment to ethical business practices and corporate integrity.

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 2023-24 (Current Financial Year)	FY 2022-23 (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 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of Interest of the Directors	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 2023-24, the Company did not report any such cases.

8. Number of days of accounts payables ((Accounts payable *365)/Cost of goods/services procured) in the following format:

Topic	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	66	-

*This value is on standalone basis.

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	33.36%	-
	b. Number of trading houses where purchases are made from	96	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	28.24%	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	44.19%	-
	b. Number of dealers/distributors to whom sales are made	48	-
	c. Sales to top 10 dealers/Distributors as % of total sales to dealers/distributors	47.71%	-
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	11.86%	-
	b. Sales (Sales to related parties/Total Sales)	1.87%	-
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	79.64%	-
	d. Investments (Investments in related parties/Total Investments made)	100.00%	-

*This value is on standalone basis.

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 hereby affirms that it has established and maintains processes to avoid and manage conflicts of interest involving members of the Board, as detailed below:

- **Employment/Outside Employment:** The Code provides guidelines on managing potential conflicts arising from external employment commitments.
- **Business Interests:** Procedures are in place to address and mitigate conflicts related to personal business interests.

- **Related Parties:** The Code stipulates clear disclosure standards, adherence to applicable laws, appropriate use of Company assets and resources, maintaining confidentiality, and ensuring fair dealings.
- **Acceptance of Gifts & Payments:** Guidelines are provided on the acceptance of gifts and payments to prevent potential conflicts of interest.

These processes ensure that Board members prioritize the Company's interests and maintain the highest standards of corporate governance.

The Code of Conduct can be accessed at [Code of conduct for the Company's Board of Directors and the Senior Management Team - Anupam Rasayan](#).

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



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 2023-24 (Current Financial Year)*	FY 2022-23 (Previous Financial Year)*	Details of improvement in social and environmental aspects
Anupam Rasayan India Limited	Research & Development (R&D)	1.76%	8.31%	Environment friendly and energy conservation projects.
	Capital Expenditure (CAPEX)	98.24%	91.69%	

*This value is on standalone basis.

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

Yes, the Company has implemented a Sustainable Procurement Policy accessible through our [website](#). The Company takes a proactive stance in ensuring that its suppliers adhere to rigorous standards in labor, health and safety, ethics, and environmental practices. Furthermore, the Company is currently developing comprehensive plans to screen and evaluate both existing and prospective suppliers' performance in accordance with its Sustainable Procurement Policy, demonstrating its ongoing dedication to responsible and sustainable business practices.

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

3.15%

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 specializes in providing customized chemicals to its customers, which are utilized as intermediaries in the customers' manufacturing processes. Given the nature of these products and their integration into the customers' production cycles, the Company does not have direct control over the end-of-life disposal of its products. However, the Company maintains a strong belief that its customers, as responsible entities in their respective industries, implement adequate measures to ensure the responsible disposal of these products after their end of life, in compliance with applicable regulations and industry best practices for handling (a) Plastics (including packaging), (b) E-waste, (c) Hazardous waste, and (d) other waste categories.

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, Extended Producer Responsibility (EPR) is applicable to the Company's activities. The Company has successfully obtained EPR registration from the Central Pollution Control Board (CPCB) in compliance with the Plastic Waste Management Rules (PWM), 2016, as amended. Furthermore, the Company confirms that it has a waste collection plan that has been approved by the Pollution Control Board (PCB) and is in alignment with its Extended Producer Responsibility (EPR) obligations, demonstrating the Company's commitment to responsible waste management and environmental stewardship.

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 in-house Life Cycle Assessments (LCAs) for our key products, using a cradle-to-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)
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We can not disclose product names due to business confidentiality

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 incorporate any recycled or reused input materials in its production processes.

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
	NA	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:

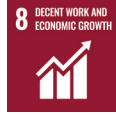
Product	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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	948	948	100%	948	100%	0	0%	129	14%	129	14%
Female	55	55	100%	55	100%	55	100%	0	0%	5	9%
Total	1003	1003	100%	1003	100%	55	5%	129	13%	134	13%
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	893	893	100%	893	100%	0	0%	9	1%	9	1%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	893	893	100%	893	100%	0	0%	9	1%	9	1%
Other than Permanent Workers											
Male	1376	1004	73%	1376	100%	0	0%	NA	NA	NA	NA
Female	10	0	0%	10	100%	10	100%	NA	NA	NA	NA
Total	1386	1004	72%	1386	100%	10	1%	NA	NA	NA	NA

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

Topic	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.42%	-

*This value is on standalone basis.

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

Sr.	Benefits	FY 2023-24 (Current FY)			FY 2022-23 (Previous 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.)	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	100%	100%	Yes
2.	Gratuity	100%	100%	YES	100%	100%	Yes	100%	100%	Yes
3.	ESI	100%	100%	YES	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.

The Company's premises are fully accessible to differently-abled employees and workers, in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016. The Company has implemented supportive infrastructure, including ramps and lifts, to ensure accessibility for individuals with mobility impairments. Furthermore, the Company emphasizes its commitment to fostering a culture of equality and inclusivity, where every individual, regardless of ability, feels welcomed and valued within the organization.

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 available on its local intranet that complies with the Rights of Persons with Disabilities Act, 2016 and its 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	Nil	0%	NA	NA
Female	Nil	0%	NA	NA
Total	Nil	0%	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 established a grievance mechanism accessible through the designated department, ensuring a structured resolution process. Additionally, we uphold an open-door policy allowing all employees, including workers, to directly approach their reporting manager or the managing director for grievance redressal. The Company's Vigil Mechanism/ Whistleblower Policy ensures operations are conducted in a fair and transparent manner, adhering to the 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 2023-24 (Current FY)			FY 2022-23 (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 2023-24 (Current FY)					FY 2022-23 (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. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Male	948	788	83.12%	830	87.55%	802	632	78.80%	593	73.94%
Female	55	51	92.73%	53	96.36%	44	36	81.82%	39	88.64%
Total	1003	839	83.65%	883	88.03%	846	668	78.96%	632	74.70%
Workers										
Male	893	893	100.00%	832	93.17%	818	812	99.27%	723	88.39%
Female	0	0	100.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	893	893	100.00%	832	0.00%	818	812	99.27%	723	88.39%

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

Category	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	948	948	100%	802	802	100%
Female	55	55	100%	44	44	100%
Total	1003	1003	100%	846	846	100%
Workers						
Male	893	893	100%	818	818	100%
Female	Nil	Nil	Nil	0	0	0
Total	893	893	100%	818	818	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 and safety management system, ISO 45001:2018, is implemented uniformly across all sites, including new ones.
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 implemented hazard identification and assessment methodologies to identify work-related hazards, encompassing both routine and non-routine activities. Specifically, Hazard and Operability (HAZOP) is utilized for process-related hazards, while Hazard Identification and Risk Assessment (HIRA) addresses routine and non-routine activities. Additionally, Health Risk Assessment (HRA) is employed to identify exposure-related risks.
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 established an incident reporting procedure and provides training on accident reporting, covering accidents, near-misses, unsafe acts, and unsafe conditions. Employees are instructed to remove themselves to a safer location in case of any risk situation. All potential incidents are thoroughly investigated, and necessary corrective and preventive actions are implemented to prevent recurrence.
d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes

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

Safety Incident/Number	Category	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)	FY 2021-2022 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	40.33	Nil
	Workers			Nil
Total recordable work-related injuries	Employees	0	6	Nil
	Workers	0	18	Nil
No. of fatalities	Employees	0	4	Nil
	Workers	0	2	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil	Nil
	Workers	Nil	Nil	Nil

*This value is on standalone basis.

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

The Company has implemented comprehensive measures to ensure a safe and healthy workplace. These include:

- Deployment of hazard identification and assessment methodologies such as 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 exposure-related activities;
- Conduct of daily toolbox talks (TBT) in each shift to maintain a hazard-free workplace;
- Regular site reviews, inspections, and audits to assess safety preparedness; and
- Provision of regular occupational health and safety training.

In the reporting year, the Company conducted 108 internal audits/inspections* and 14 external audits* for systematic evaluation of occupational health and safety practices, policies, and procedures. Additionally, the Company provided an average of 30.39* hours of occupational health and safety training per employee, demonstrating its commitment to maintaining a robust safety culture.

*This value is on standalone basis.

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

Topic	FY 2023-24 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	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 Company reports that assessments of health and safety practices and working conditions conducted during the financial year did not reveal any major concerns. Nevertheless, the Company maintains a proactive approach to safety management. It is continuously engaged in dynamic processes of Hazard Identification and Risk Assessment (HIRA) for both routine and non-routine activities, as well as Health Risk Assessment (HRA) for identifying exposure-related activities. Based on these ongoing assessments, the Company implements relevant and impactful Corrective Action and Preventive Actions (CAPA) to mitigate potential risks associated with occupational health and safety, demonstrating its commitment to continuous improvement in workplace 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 implemented necessary systems through General Conditions and Contracts that require contractors and vendors to deduct and deposit statutory dues. Additionally, vendors are approved based on periodic reviews ensuring timely deduction and deposition of dues in compliance with applicable norms, including 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 2023-24	Previous FY 2022-23	Current FY 2023-24	Previous FY 2022-23
Employees	0	6	0	6
Workers	0	18	0	18

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 Working Conditions	The Company has developed the plan of undertaking the process of assessment of the value chain partners and under implementation in the current financial year.

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 Company identifies its key stakeholder groups through a comprehensive process that focuses on individuals or groups who are either directly or indirectly affected by the Company's operations and activities. These stakeholders are characterized by regular engagement with the Company for various purposes, including reporting, relationship building, and business interactions. This inclusive approach ensures that the Company recognizes and addresses the interests of all parties significantly impacted by or involved in its business operations, thereby fostering transparent and responsible stakeholder relationships.

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"> Feedback from customers Surveys on customer satisfaction Communication via phone calls, emails, and meetings Execution of signed contracts 	As and When Required	<ol style="list-style-type: none"> On-time delivery Product quality Pricing Post-sales support Product certifications

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
		<ul style="list-style-type: none"> 5. Participation in exhibitions and events 6. Customer visits and audits 7. Information available on websites 		<ul style="list-style-type: none"> 6. Environmental, health, and safety (EHS) management systems
Employees	No	<ul style="list-style-type: none"> 1. Communication through emails and meetings 2. Surveys on employee satisfaction 3. Training programs 4. Reviews during performance appraisals 5. Mechanisms for grievance redressal 	As and When Required	<ul style="list-style-type: none"> 1. Fair compensation and rewards 2. Work-life balance 3. Training and skill development 4. Opportunities for career growth 5. Occupational health and safety 6. Job security 7. Clear and transparent communication
Suppliers	No	<ul style="list-style-type: none"> 1. Communication through emails and meetings 2. Evaluation of vendors 3. Execution of signed contracts 	As and When Required	<ul style="list-style-type: none"> 1. Prompt payment 2. Order continuity 3. Building capacity 4. Transparency
Communities	No	<ul style="list-style-type: none"> 1. Training & Workshops, 2. Regular meetings, 3. Need assessment & Satisfaction surveys, 4. CSR reports 	As and When Required	<ul 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	<ul 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, 	As and When Required	<ul style="list-style-type: none"> 1. Sustainable growth & returns, 2. Risk Management, 3. Corporate Governance, 4. Market Share, 5. Operational Performance

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
		4. Company's Website/ dissemination of requisite information on website of stock exchanges and depositories, 5. Investor interactions/Calls		
Governments and Regulatory Bodies	No	1. Annual Reports, 2. Statutory filings, 3. Communication with regulatory bodies, 4. Formal Dialogues	As and When Required	
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 has established a comprehensive stakeholder consultation process that recognizes and respects the diverse goals of its stakeholders. Communication channels are tailored to stakeholder relevance and preferences, ensuring effective engagement. The Company has adopted ISO 26000 (Social Responsibility) guidelines to capture stakeholder concerns and feedback, utilizing a custom-developed checklist and appropriate media for response collection. The Stakeholders Relationship Committee plays a crucial role in facilitating constructive engagement, resolving issues, and regularly reviewing steps to enhance stakeholder engagement. This committee serves as a conduit for providing stakeholder feedback to the Board, ensuring that economic, environmental, and social topics are effectively communicated and addressed at the highest level of corporate governance.

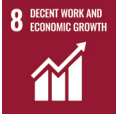
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultation is employed to aid in identifying and managing environmental and social issues. The Company identifies its stakeholders based on experience, knowledge, sectoral context, and organizational impact.

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

The Company recognizes communities near its factories as crucial stakeholders and acknowledges its socioeconomic and environmental impact on these areas due to its resource usage and operational outputs. The Company views its Corporate Social Responsibility (CSR) commitments as an opportunity to maximize positive impacts and minimize negative ones. Specific engagements include education and skill development programs aimed at empowering vulnerable and marginalized groups. The Company also actively enhances its relationship with local communities through various initiatives such as community drives, women's day celebrations, cricket tournaments, and road safety campaigns. These diverse efforts demonstrate the Company's proactive approach to addressing stakeholder concerns and its commitment to fostering positive social change and sustainable development in its operational communities.

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 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1003	195	21.14%	846	238	28.13%
Other than permanent	0	0	0	NA	NA	NA
Total	1003	195	21.14%	846	238	28.13%
Workers						
Permanent	893	126	15.33%	818	108	13.20%
Other than permanent	1386	0	12.25%	1361	108	7.90%
Total	2279	126	13.64%	2179	216	9.91%

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

Category	FY 2023-24 (Current FY)					FY 2022-23 (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	948	NA	NA	948	100%	802	NA	NA	802	100%
Female	55	NA	NA	55	100%	44	NA	NA	44	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	893	NA	NA	893	100%	818	NA	NA	818	100%
Female	0	NA	NA	0	NA	0	NA	NA	NA	NA
Other than Permanent										
Male	1376	439	31.90%	947	68.82%	1345	91	6.77%	1254	93.23%
Female	10	10	100.00%	0	NA	16	16	100%	NA	NA

3. Details of remuneration/salary/wages,

a. Median remuneration/wages:

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)	2	315.6	1	500
Key Managerial Personnel	7	13.2	0	Nil
Employees other than BoD and KMP	766	4.97	50	3.37
Workers	822	2.70	0	Nil

*This value is on standalone basis.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Topic	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	2.56%	-

*This value is on standalone basis.

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 dedicated to upholding and promoting fundamental human rights for all employees and workers, whether they are directly employed or through a third-party arrangement. Our HR department takes proactive measures to address any human rights impacts or issues that may arise from our business activities.

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

The Company has established a multi-tiered internal mechanism to address human rights-related grievances. Initially, employees can submit their concerns to the human resource department for resolution. If an employee is not satisfied with the outcome, the Company's open door policy allows them to escalate their concern directly to the managing director's office. Throughout this process, the Company ensures the protection of the employee's identity through its Whistle Blower/Vigil Mechanism Policy, safeguarding confidentiality and preventing potential retaliation. This comprehensive approach demonstrates the Company's commitment to upholding human rights and providing accessible, secure channels for grievance redressal at all levels of the organization.

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

	FY 2023-24 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	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. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Topic	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company's Whistleblower/Vigil Mechanism Policy includes provisions to protect complainants from adverse consequences in cases of discrimination and harassment. The policy emphasizes maintaining confidentiality during the investigation process to the necessary extent. The Company is committed to ensuring that Whistleblowers are not subjected to unfair treatment due to their complaint. Adequate safeguards are in place to protect whistleblowers from retaliation, aiming to minimize any challenges they may face when making a Protected Disclosure. The identity of the whistleblower is kept confidential to the maximum extent possible and in accordance with legal requirements.

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

Yes, the Company has established a comprehensive supplier code of conduct that addresses key human rights issues and applies to all stakeholders associated with them.

10. 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	-

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

No concerns have been identified that necessitate any corrective action.

Leadership Indicators

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

The Company has not modified/introduced business processes in response to grievances/complaints related to Human Rights.

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

The Company conducts a thorough internal Human Rights Due Diligence process quarterly. This procedure is designed to identify, prevent, and address actual or potential human rights impacts arising from its own activities or those of its affiliates and partners. This comprehensive approach covers 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 installed specific infrastructure such as elevators, ramps, accessible restrooms, and signage to facilitate easy access for differently abled visitors, in compliance with the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

The Company is currently in the process of developing a plan to assess its value chain partners.

% of value chain partners (by value of business done with such partners) that were assessed	
Child labour	
Forced/involuntary labour	The Company is currently enhancing its assessment of specific suppliers or sub-contractors within its supply chain who may not comply with recognized standards for working conditions and human rights. This effort is supported by an active mitigation plan implemented through the updated Supplier Policy, which ensures that suppliers and vendors adhere to labor, health and safety, ethical, and environmental standards.
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	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A) (in GJ)		89315	71071.92
Total fuel consumption (B) (in GJ)		0	0
Energy consumption through other sources (C) (in GJ)		0	0
Total energy consumption (A+B+C) (in GJ)		89315	71071.92
From non-renewable sources			
Total electricity consumption (D)		230834	193989.24
Total fuel consumption (E)		934968	822381.04
Energy consumption through other sources (F)		43335	125996.24
Total energy consumed from nonrenewable Sources (D+E+F)		1209137	1142366.52
Total energy consumed (A+B+C+D+E+F)		1298452	1213438.44

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (in GJ per INR)		0.0000863	0.0000879483
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	GJ/ USD	0.007191647	-
Energy intensity in terms of physical output	GJ/ Kg	0.072426374	-
Energy 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. 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 operate any sites/facilities designated as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India. Therefore, no targets have been established under the PAT scheme.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kiloliters)			
(i) Surface water		NIL	NIL
(ii) Groundwater		NIL	NIL
(iii) Third party water		4,77,603	3,99,895
(iv) Seawater/desalinated water		NIL	NIL
(v) Others (Rainwater storage)		NIL	NIL
Total volume of water withdrawal (in kiloliters) (I + ii + iii + iv + v)		4,77,603	3,99,895
Total volume of water consumption (in kiloliters)		4,01,953	3,31,225
Water intensity per rupee of turnover (Water consumed/turnover) (liters per INR)		0.0267022	0.024007
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) (KL per USD)		0.002226269	-
Water intensity in terms of physical output	KL/ Kg	0.022420543	-
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. Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

4. Provide the following details related to water discharged:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	m ³	NA	NA
- No treatment	m ³	NA	NA
- With treatment	m ³	NA	NA
(ii) Into Groundwater	m ³	NA	NA
- No treatment	m ³	NA	NA
- With treatment	m ³	NA	NA
(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	75651	68669.08
- 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	75651	68669.08
(v) Others	m ³	NA	NA
- No treatment	m ³	NA	NA
- With treatment	m ³	NA	NA
Total water discharged (in kilolitres)	KL	75651	68669.08

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

5. 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 encompassing primary, secondary, and tertiary treatment facilities. We practice stream segregation at the source, with treatment processes customized accordingly. Our secondary treatment system utilizes Multi-Effect Evaporation (MEE) technology, while our tertiary treatment employs an Agitated Thin Film Dryer (ATFD) and soil biotechnology. Additionally, we are a proud founding member of a Common Effluent Treatment Plant (CETP) in our industrial area. We ensure our treated wastewater is discharged in compliance with regulatory norms, promoting responsible discharge practices among neighboring organizations.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	Tonne/Year	58	Within permissible limit
SOx	Tonne/Year	60	Within permissible limit
Particulate matter (PM)	Tonne/Year	68	Within permissible limit
Persistent organic pollutants (POP)	NA	-	Within permissible limit
Volatile organic compounds (VOC)	NA	-	Within permissible limit
Hazardous air pollutants (HAP)	NA	-	Within permissible limit
Others - please specify	NA	-	NA

*This value is on standalone basis.

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

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	tCO ₂ e	87452	76390.371
Total Scope 2 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	tCO ₂ e	29602	32945.170
Total Scope 1 and Scope 2 Emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO ₂ e/ INR	0.000007776	0.000007925
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted		-	-
for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2GHG emissions/Revenue from operations adjusted for PPP)	t/ USD	0.000648319	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	t/ Kg	0.006529157	-
Total Scope 1 and Scope 2 emission 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. Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

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

At Anupam Rasayan, we are deeply committed to environmental stewardship. To this end:

- We have set a target to achieve Scope 2 Net Zero renewable energy usage across all our sites by 2027. Currently, we have made significant strides, achieving a 39.5% reduction in scope 2 emissions with our 17.9 MW solar plant.
- Regular energy audits are conducted to enhance our energy efficiency, with ongoing exploration into biomass utilization to further mitigate our greenhouse gas emissions.
- Moreover, we prioritize reducing waste to landfill, successfully diverting 89.94% of our waste through recycling, reuse, and co-processing initiatives.

We will persist in exploring and implementing initiatives aimed at lowering our greenhouse gas emissions and fostering a sustainable future. More details on our targets and initiatives can be found in our [sustainability report FY 22-23](#).

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)			
Plastic waste (A)		49	62.86
E-waste (B)		0.12	2.85
Bio-medical waste (C)		0.01	0.01
Construction and demolition waste (D)		80931	Nil
Battery waste (E)		Nil	1.18
Radioactive waste (F)		Nil	Nil
Other Hazardous waste. Please specify, if any. (G)		32917	43899.72
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)		3111	2566.58
Total (A+B + C + D + E + F + G+ H)		117008	46533.20
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)		0.000007773	0.000003373
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	t/ USD	0.000648064	-
Waste intensity in terms of physical output	t/ Kg	0.006526591	-
Waste intensity (optional) - the relevant metric may be		-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Re-used		4,514	3849.40
(ii) Recycle (waste water)		47,744 KL	41962.29 KL
(iii) Co-processing		5,652	7649.59
(iv) Recycled		25,875	28149.29
(v) Steam Condensate reuse		75,287	116136.93
Total		159072	197747.50
For each category of waste generated, total waste disposed by nature of disposal method			
(i) Incineration		1,087	Nil
(ii) Landfilling		3,421	6474.209
(iii) Other disposal operations		Nil	Nil
Total		4,508	6474.209

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

10. 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 committed to environmental stewardship, our main goal is to implement waste management strategies at the source through effective segregation:

- We adhere to the principles of reduce, reuse, and recycle (3R) in our waste management practices. Our adoption of environmentally friendly processes, such as hydrogenation, has significantly reduced hazardous waste generation compared to conventional methods.
- Effluent recycling and on-site reuse are integral to our efforts, as we strive for zero liquid discharge.
- Achieving an 89.94% diversion rate from landfills through recycling and reuse underscores our commitment to sustainable waste management.
- Waste heat recovery plays a crucial role in minimizing our energy consumption.
- Embracing advanced technologies, we prioritize safety and hygiene in handling hazardous and toxic chemicals within our facilities.
- Concurrently, we are enhancing employee awareness and training on proper chemical handling practices.

11. 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	NA

Our Company operates exclusively within designated industrial zones and does not maintain offices in or near environmentally sensitive areas, including national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones. Consequently, our operations do not necessitate environmental approvals or clearances.

12. 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

In the fiscal year 2023-2024, the Company did not conduct any environmental impact assessments for its projects as required by applicable laws.

13. 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	NIL

We comply with pertinent environmental laws, regulations, and guidelines in India, which include:

- 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. 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

(ii) Nature of operations

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (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 intensity (optional) - therelevant metric may be selected by the entity		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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(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) Into Seawater	m ³	Nil	Nil
- No treatment	m ³	Nil	Nil
- With treatment - please specify level of treatment	m ³	Nil	Nil
(iv) Sent to third-parties	m ³	Nil	Nil
- No treatment	m ³	Nil	Nil
- With treatment - please specify level of treatment	m ³	Nil	Nil
(v) Others	m ³	Nil	Nil
- No treatment	m ³	Nil	Nil
- With treatment - please specify level of treatment	m ³	Nil	Nil
Total water discharged (in kilolitres)	m³	Nil	Nil

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

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (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	253592	264888.350
Total Scope 3 emissions per rupee of turnover	t CO ₂ e/ INR	0.0000168	0.0000192
Total Scope 3 emission 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. Independent assurance has been carried out by TÜV SÜD SOUTH ASIA PVT. LTD.

3. With respect to the ecologically sensitive areas reported at Question 11 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).

4. 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 totaling 12.5 MW and 5.4 MW in Gujarat, aiming to significantly augment the Company's reliance on renewable energy sources.	There has been a substantial 39.5% reduction in Scope 2 emissions this year.
2.	Energy Audits	We conduct energy audits triennially (every three years) to identify opportunities for enhancing efficiency and minimizing resource consumption within the Company.	In the reporting year, we installed energy-efficient equipment to conserve energy.
3.	Target of zero waste to Landfill by 2025	We manage our waste, which includes both hazardous and non-hazardous materials, through co-processing, reuse, and diversion away from landfills.	We have effectively redirected 89.94% of our waste away from landfills through recycling or reuse initiatives.
4.	Tertiary treatment facility for effluents	We treat our effluents initially through primary and secondary processes using Multi-Effect Evaporation (MEE), followed by tertiary treatment with Agitated Thin Film Dryers (ATFD) and soil biotechnology.	Our discharge undergoes a three-tier treatment process that exceeds the statutory effluent discharge guidelines.
5.	Energy efficiency initiatives	We have implemented economizers to capture and utilize waste heat, thereby reducing our energy consumption.	The impact of this initiative will be evident in the current financial year, as we completed installation towards the end of the reporting year.

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

The Company has implemented a comprehensive business continuity and disaster management plan. This plan utilizes a threat matrix to identify potential threats and opportunities, focusing on the minimal operational requirements necessary for each department to remain functional. The Company has developed detailed action plans for each site, enabling business operations to continue with minimal resources if required. Furthermore, the Company has established both onsite and offsite emergency plans, which are readily accessible at each location. Employees are thoroughly trained to respond effectively to emergency situations, ensuring a robust and responsive approach to potential business disruptions or disasters. This multi-faceted strategy demonstrates the Company's commitment to operational resilience and risk management.

6. 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, as part of our sustainability commitment, we have not identified any significant adverse environmental impacts in our current value chain. We are dedicated to minimizing our environmental footprint and acknowledge our responsibility for the impact of our operations. Moving forward, we will continue to assess and address environmental impacts across our operations and supply chain. We are actively exploring new technologies and processes to reduce carbon emissions and waste generation. Furthermore, we collaborate with suppliers and partners to promote sustainable practices throughout our value chain. Our objective is to build a resilient business that positively contributes to both the environment and local communities.

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

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.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (Chemexcil)	National
2	EBG Federation, India	National
3	All India Management Association (AIMA)	National
4	South Gujarat chamber of commerce	State
5	Indo-German chamber of commerce	International
6	Indo-American chamber of commerce IACC Mumbai	International
7	Pesticides Manufacturers & Formulators Association of India (PMFAI)	National
8	Madras Management Association (MMA)	National
9	Chemical Industries Association (CIA)	National
10	The Madras Chamber of Commerce & Industries (MCCI)	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 2023-24, 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.	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 ₹)
1.	Nil	Nil	Nil	Nil	Nil	Nil

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

Grievances can be written or verbal and can be expressed in local languages. They can be lodged by email, phone, through our community relations and development staff working locally, and other locally dedicated channels, as well as at corporate level. The grievances can be expressed anonymously, as well as on behalf of another individual. The channel is also open for our local suppliers. Each grievance is acknowledged once received, and the complainant is informed of the next steps. Once we receive a grievance, we assess its severity and assign to designate person, who will follow through to ensure that the issue is investigated by departments that are best suited to do so, and that the complainant is responded to in due course. Grievances with high severity levels are escalated to senior management levels. The grievance manager and the respective departments investigate the grievance and respond to the complainant informing them about the proposed resolution. In some cases, more information may be requested from the complainant to ensure a thorough investigation. We strive for our community grievance process to be based on dialogue where a resolution can be found together with the complainant. Remedies may be proposed on case-to-case basis. If the solution is refused, the complainant can appeal, in which case the grievance will be re-evaluated by alternate investigators. Once the complainant accepts the solution, the grievance is considered resolved. We aim to solve all grievances quickly. No such grievance has been received so far.

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

	FY 2023-2024 (Current FY)	FY 2022-2023 (Previous FY)
Directly sourced from MSMEs/Small producers	0 %	0 %
Sourced directly from within the district and neighboring districts	82.81%	79.66 %
Sourced from outside India (Import)	17.19%	20.34 %

5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost: Anupam Rasayan India Limited

	FY 2023-2024 (Current FY)	FY 2022-2023 (Previous FY)
Rural	3.59%	-
Semi-urban	2.92%	-
Urban	0.88%	-
Metropolitan	1.79%	-

(Place to be categorized as per RBI Classification System - rural/semi-urban/urban/metropolitan)

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 ₹
1	Gujarat	Narmada	11,25,277
2	Gujarat	Narmada	60,000

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

In the current financial year, we did not possess or acquire any intellectual property based on traditional knowledge, resulting in no derived or shared benefits 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.

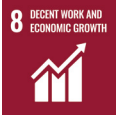
The Company has not faced any adverse rulings in intellectual property disputes involving the use of traditional knowledge. As a result, no corrective actions are currently required on these matters.

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.	Construction of new multi-speciality hospital at Althan, Surat with the Implementing Agency Surat Manav Seva Sangh "Chhanyado"		
2.	Construction and development of hospital that will facilitate advanced cancer treatment for patients in South Gujarat with the Implementing Agency Shree Mahavir Health and Medical Relief Society		
3.	"Support to Blood Bank for treating the children suffering from Thalassemia and other blood disorders like Sickle Cell and Hemophilia with the Implementing Agency Surat Raktadan Kendra & Research Centre"	3450 units of blood were supplied to 314 patients	37.24%
4.	"Procurement of equipments and instruments for dental department of Dinbandhu Charitable Hospital, Kholwad village, Kamrej, Surat with the Implementing Agency Shri Dinbandhu Charitable Hospital Trust"	NA	NA
5.	Setting of Special New Born Care Unit Follow-up with the Implementing Agency SEWA Rural	3749	87%
6.	Establishment of chemistry laboratory for Post Graduate and research students of Sir P.T. Sarvajanik College of Science, Surat with the Implementing Agency Sarvajanik Education Society	NA	NA
7.	Construction and development of New Post Graduate building (PG Bhavan) of the college of Sir P.T. Sarvajanik College of Science, Surat with the Implementing Agency Sarvajanik Education Society	NA	NA
8.	Empowering Adolescents with the Implementing Agency SEWA Rural	8327	80%
9.	Upgradation of facilities at Uttar Buniyadi Vidyalaya, Amalsadi village, Palsana, Dist- Surat with the Implementing Agency Rotary Club Society of Surat	460 students and 11 Teachers. Total 471 persons	100%
10.	One Teacher School- "Ekal Vidyalaya" with the Implementing Agency Friends of Tribals Society	1419 Boys and 1409 Girls. Total 2828 Students	100 %
11.	Bird Rescue, Rehabilitation and Animal Welfare with the Implementing Agency Prayas Team Environment Charitable Trust	6249 Animals, Birds and Reptiles	100 %

Tanfac Industries Limited			
12	Education	4,900	100 % beneficiaries are from vulnerable and marginalized group
	<ul style="list-style-type: none"> Higher Education Support provided to economically backward and bright students of Cuddalore District. SMART Education support to nearby villages - Four Government Schools by providing of Computers, Projector, Projector screens and accessories Education Support to Five Government Schools through NAMMA SCHOOL FOUNDATION formed by Tamil Nadu Government. Education support to Nearby villages - 2 Government Anganwadi centres Supported Nearby villages 4 Government Schools during Independence and Republic Day Programme by providing of education materials. 		
	Education Support for differently abled children		
13	Health	5,810	100 % of beneficiaries are from villages, who are from vulnerable and marginalised group.
	<ul style="list-style-type: none"> 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. Support for medical camps for society by Mahatma Gandhi Welfare Foundation, Cuddalore Supported for health and other requirements for Cancer affected children. 		
	Support to District Administration for basic relief measures to Flood affected people.		
14	Infrastructure & Others	48,490	100 % beneficiary are from vulnerable and marginalised group.
	<ul style="list-style-type: none"> Contributed to District Administration towards infrastructure improvement of schools and public improvement related projects Supported for Anti plastic campaign and distribution of Manjapai to prevent use of plastics to conserve Environment in co-ordination with TNPCB & District Administration. Supported to Central Prison by providing computer system for behavioural improvement of prisoners. Supported to District Administration for Cuddalore 30th event Clean India, Environment Protection etc Supported to District Administration for Sports awareness Programme to maintain Health conditions of society. Infrastructure improvement for Community Hall improvement in Kudikadu Village Provided Medical & Hospital items to Advanced Primary Health Centre, Karaikadu. Supported to Old Age Home for infrastructure improvement Environment awareness, competitions, tree saplings in the nearby villages schools. 		
	Developed and maintaining of Green belt		

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 implemented structured procedures to handle consumer complaints, prioritizing them based on their severity. Furthermore, we employ a feedback mechanism to consistently enhance our systems based on customer input. Complaints are received through various channels and directed to our quality units for appropriate action.

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

	FY 2023-24 (Current Financial Year)			FY 2022-2023 (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	-	-	-	-	-	-

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, our Company has established a policy addressing cybersecurity and data privacy risks. This policy, known as the Information Security and Data Protection Policy, underscores our commitment to handling consumer information responsibly and securely. It is currently accessible through our [website](#).

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.

Throughout the financial year, our Company did not receive any penalties or regulatory actions concerning the safety of our products.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches: Nil

b. Percentage of data breaches involving personally identifiable information of customers: Nil

c. Impact, if any, of the data breaches: There is no impact as there are nil data breaches in last financial year.

Leadership Indicators

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

We provide a broad spectrum of specialty chemicals, encompassing custom synthesis, specialty intermediate manufacturing, and production of active ingredients. Our portfolio spans agrochemicals, specialty intermediates, life science chemicals, and performance chemicals, tailored to meet the diverse requirements of our customers across multiple industries. Further details can be found 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 strictly adhere to all essential safety protocols for chemical handling. We furnish comprehensive Material Safety Data Sheets (MSDS) to our customers, detailing chemical compositions, hazard information, and guidelines for safe handling.

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

To maintain continuous essential services for our customers, we have implemented change procedures that include proactive communication through appropriate channels, such as email, in the event of potential disruptions or interruptions.

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 comply with the United Nations' Globally Harmonized System (GHS) labeling requirements under the Classification, Labelling, and Packaging (CLP) Regulation. This ensures that our products provide customers with essential information. We actively solicit feedback from our customers to continually enhance our systems and processes, ensuring we consistently meet their needs and expectations.



Assurance statement on third-party verification of sustainability information

Unique identification number: 3153019416

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 SUSTAINABILITY REPORT “BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT”, of Anupam Rasayan India Ltd (hereinafter “Company”) for the period from April 1, 2023 – March 31, 2024. 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 (“parts of the report”) are included in the scope of the assurance engagement for reporting year April 1, 2023 – March 31, 2024 for, “BUSINESS RE-SPONSIBILITY & SUSTAINABILITY REPORT”, published at Integrated Report FY 2023-24

S.N o.	BRSR indicator reference	Description of indicator
1	Section A – 20-a	Employees and workers (including differently abled).
2	Section A – 20-b	Differently abled Employees and workers.
3	Section A – 21	Participation/Inclusion/Representation of women.
4	Section A – 22	Turnover rate for permanent employees and workers.
5	Section A – 25	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct.
6	Section A – 26	Overview of the entity’s material responsible business conduct issues
7	Section B	Availability of Policy & Management Process
8	Section C – Principle 1 – E-1 (Essential Indicator)	Percentage coverage by training and awareness programs on any of the Principles during the Financial Year.
9	Section C – Principle 1 – E-2 (Essential Indicator)	Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings
10	Section C – Principle 1 – E-5 (Essential Indicator)	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption
11	Section C – Principle 1 – E-6 (Essential Indicator)	Details of complaints with regard to conflict of interest
12	Section C – Principle 1 – E-8 (Essential Indicator)	Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in



		the following format
13	Section C – Principle 1 – E-9 (Essential Indicator)	Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties
14	Section C – Principle 1 – L-2 (Leadership Indicator)	Processes in place to avoid/ manage conflict of interests involving members of the Board
15	Section C – Principle 2 – E-2-a (Essential Indicator)	Procedures in place for sustainable sourcing.
16	Section C – Principle 2 – E-2-b (Essential Indicator)	Percentage of inputs were sourced sustainably.
17	Section C – Principle 2 – E-4 (Essential Indicator)	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities.
18	Section C – Principle 2 – L-4 (Leadership Indicator)	Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?
19	Section C – Principle 3 – E-1 (Essential Indicator)	Details of measures for the well-being of employees and workers.
20	Section C – Principle 3 – E-2 (Essential Indicator)	Details of retirement benefits, for Current Financial Year.
21	Section C – Principle 3 – E-3 (Essential Indicator)	Accessibility to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.
22	Section C – Principle 3 –E- 5 (Essential Indicator)	Return to work and Retention rates of permanent employees and workers that took parental leave.
23	Section C – Principle 3 –E- 6 (Essential Indicator)	Mechanism available to receive and redress grievances for the following categories of employees and worker.
24	Section C – Principle 3 –E- 7 (Essential Indicator)	Membership of employees and worker in association(s) or Unions recognized by the listed entity
25	Section C – Principle 3 – E-8 (Essential Indicator)	Details of training given to employees and workers.
26	Section C – Principle 3 – E-9 (Essential Indicator)	Details of performance and career development reviews of employees and worker.
27	Section C – Principle 3 – E-10 (Essential Indicator)	Health and safety management system
28	Section C – Principle 3 – E-11 (Essential Indicator)	Details of safety related incidents.
29	Section C – Principle 3 – E-12 (Essential Indicator)	Describe the measures taken by the entity to ensure a safe and healthy workplace.
30	Section C – Principle 3 – E-13 (Essential Indicator)	Number of Complaints on working conditions & Health safety made by employees and workers.
31	Section C – Principle 3 – E-14 (Essential Indicator)	Assessments for the year (Health and safety practices, Working Conditions).
32	Section C – Principle 3 – L-1 (Leadership Indicator)	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)
33	Section C – Principle 3 – L-3 (Leadership Indicator)	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
34	Section C – Principle 5 – E-1 (Essential Indicator)	Employees and workers who have been provided training on human rights issues and policies of the entity.
35	Section C – Principle 5 – E-2 (Essential Indicator)	Details of minimum wages paid to employees and workers.
36	Section C – Principle 5 – E-6 (Essential Indicator)	Number of Complaints made by employees and workers
37	Section C – Principle 5 – E-7 (Essential Indicator)	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
38	Section C – Principle 5 – E-8 (Essential Indicator)	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
39	Section C – Principle 6 – E-1 (Essential Indicator)	Details of total energy consumption and energy intensity.
40	Section C – Principle 6 – E-3 (Essential Indicator)	Details of total water consumption and water intensity.
41	Section C – Principle 6 – E-4 (Essential Indicator)	Details related to water discharged
42	Section C – Principle 6 – E-6 (Essential Indicator)	Details of air emissions (other than GHG emissions) by the entity.
43	Section C – Principle 6 – E-7 (Essential Indicator)	Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions).
44	Section C – Principle 6 – E-8 (Essential Indicator)	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details
45	Section C – Principle 6 – E-9 (Essential Indicator)	Details of total waste generated.
46	Section C – Principle 6 – L-2 (Leadership Indicator)	Please provide details of total Scope 3 emissions & its intensity
47	Section C – Principle 8 – E-3 (Essential Indicator)	Describe the mechanisms to receive and redress grievances of the community.
48	Section C – Principle 8 – E-4 (Essential Indicator)	Percentage of input material (inputs to total inputs by value) sourced from suppliers
49	Section C – Principle 8 – E-5 (Essential Indicator)	Job creation in smaller towns
50	Section C – Principle 8 – E-6 (Leadership Indicator)	Details of beneficiaries of CSR projects
51	Section C – Principle 9 – E-1 (Essential Indicator)	Mechanisms to receive and respond to consumer complaints
52	Section C – Principle 9 – E-2 (Essential Indicator)	Turnover of products and/ services as a percentage of turnover from all products/service that carry information.
53	Section C – Principle 9 – E-3 (Essential Indicator)	Number of consumer complaints.
54	Section C – Principle 9 – E-5	Does the entity have a framework/policy on cyber



	(Essential Indicator)	security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.
55	Section C – Principle 9 – E-7 (Essential Indicator)	Information related to data breach

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.

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.

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 under materiality analysis to understand the reporting boundaries.
- Evaluation of the design and implementation of the systems and processes for compiling, analyzing, 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 plant located in Surat units.

Conclusion

On the basis of the assessment procedures carried out from 23.08.2024 to 03.09.2024,



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 engagement”. 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

4th Sept 2024

Mumbai

Prosenjit Mitra

GM- Audit Services

(Business Line - Verification, Validation & Audit)

Ganeshkumar V

Sustainability Expert