



Business Responsibility Report

Section A: General Information about the Company

1	Corporate Identity Number	L99999MH1961PLC012003
2	Name of the Company	NOCIL Limited (NOCIL)
3	Registered Office	3 rd Floor, Mafatlal House, H. T. Parekh Marg, Backbay Reclamation, Churchgate, Mumbai- 400020
4	Website	www.nocil.com
5	Email id	investorcare@nocil.com
6	Financial Year	2018-19
7	Sector(s) that the Company is engaged (industry activity code wise)	Manufacturing of Rubber Chemicals NIC Code of Products – 20119 (NIC – 2008 Code referred)
8	List three key products / services that the Company manufactures / provides (as in Balance Sheet)	Manufacturer of Rubber Chemicals which amongst others include: a. Pilflex 13 b. Pilnox TDQ c. Pilcure CBS
9	Total Number of locations where business activity is undertaken by the Company	NOCIL is a manufacturer of rubber chemicals and it operates from the following locations : A. Number of national Locations: - 2 manufacturing plants at Navi Mumbai, Maharashtra and Dahej, Gujarat - 4 Sales Offices at Mumbai, New Delhi, Chennai and Kolkata. - Registered Office in Mumbai - Regional Sales Offices B. Number of International Locations: Nil
10	Markets served by the Company- Local/ State/ National/ International	NOCIL has built a broad customer base in India and over forty countries across the world

Section B : Financial Details of the Company

1	Paid up capital (INR)	₹ 165,41,88,300/- divided into 16,54,18,830 Equity shares of ₹ 10/- each fully paid-up.
2	Total Turnover	₹ 1052.91 Crores
3	Total Profit after taxes	₹ 184.09 Crores
4	Total spending on Corporate Social Responsibility (CSR) as a percentage of profit after tax (%)	₹ 3.69 Crores
5	List of activities in which expenditure in 4 above has been incurred	Health care, Environment Protection, Education, livelihood enhancement project, rehabilitation of deserted, parentless and abandoned children, empowerment of tribal communities etc. (Refer Annexure A to the Directors' Report for the Financial Year ended 31 March 2019 on CSR)

Section C: Other details

1. Does the Company have any subsidiary company/ companies:

Yes. The Company has a wholly owned subsidiary company viz., PIL Chemicals Limited. The details have been given in Form AOC – 1 attached to this Report.

2. Do the subsidiary company/ companies participate in BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)?

The wholly owned subsidiary company is not required to participate in the BR Initiatives of the Company.

3. Do any other entity/ entities (e.g. suppliers. Distributors etc.) that the Company does business with, participate in the BR Initiatives of the Company? If yes, then indicate the percentage of such entity/ entities? [less than 30 %, 30%- 60%, more than 60 %]

At present, the suppliers, distributors do not participate in the BR Initiatives of the Company.

Section D

1. Details of Director/ Directors responsible for BR

a. Details of Director/ Directors responsible for implementation of the BR policy/ policies

1	DIN	01122338
2	Name	S. R. Deo
3	Designation	Managing Director

b. Details of BR Head

1	DIN	07315943
2	Name	R. M. Desai

3	Designation	Vice President - Operations, Corporate HR & Personnel
4	Telephone Number	022 66730551
5	Email id	hr@nocil.com

2. Principle wise (as per NVGs) BR Policy/ policies

- (a) The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business brought out by the Ministry of Corporate Affairs have been adopted by the Company, which indicate the nine Principles. The details are given below:

P1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability
P2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.
P3	Businesses should promote the wellbeing of all employees.
P4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
P5	Businesses should respect and promote human rights
P6	Business should respect, protect, and make efforts to restore the environment.
P7	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
P8	Businesses should support inclusive growth and equitable development
P9	Businesses should engage with and provide value to their customers and consumers in a responsible manner.

No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Do you have a policy /policies for:	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Has the policy being formulated in consultation with the relevant stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Does the Policy conform to any national / international standards? If yes, please specify	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Has the Policy been approved by the Board? If yes, has it been signed by the MD/ Owner/ CEO/ appropriate Board Director	Yes. The requisite Policies have been signed by the MD.								

No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Does the Company have a specified committee of the Board / Director / Official to oversee the implementation of the Policy	Yes.								
6	Indicate the link for the policy to be viewed online	The Code of Conduct can be viewed at: http://www.nocil.com/detail/investors/corporate-governance/63 . The Policy on HSE can be viewed at: http://www.nocil.com/images/fckeditor/file/NOCIL%20HSE%20policy.pdf The Vigil Mechanism / Whistle Blower Policy can be viewed at : http://www.nocil.com/images/fckeditor/file/NOCIL_Vigil_Mechanism.pdf								
7	Has the Policy been formally communicated to all relevant internal and external stakeholders	Yes								
8	Does the Company have in-house structure to implement the Policy	Yes								
9	Does the Company have a grievance redressal mechanism related to the policy/ policies to address the stakeholders' grievances	Yes								
10	Has the Company carried out independent audit / evaluation of the working of this Policy by an internal or external agency.	Yes								

- (b) If answer to the question at serial number 1 against any principle, is 'No', please explain why:

No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	The Company has not understood the Principles	Not applicable								
2	The Company is not at a stage where it finds itself in a position to formulate and implement the policies on specified Principles.									
3	The Company does not have financial or manpower resources available for the task									
4	It is planned to be done within next 6 months									
5	It is planned to be done within next one year	Not applicable								
6	Any other reason (please specify)	Not applicable								

3. Governance related to BR

- a. **Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, more than 1 year.**

The BR performance of the Company is reviewed on a quarterly basis by Board of Directors / the Committee.

- b. **Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?**

The Company forms part of the top 500 listed companies in terms of market capitalization as on 31st March 2018. In view thereof, Financial Year 2018-19 is the first year wherein the Business Responsibility Report has been included in the Annual Report, which is available on the Company's website.

Section E : Principle -wise performance

Principle 1 - Businesses should conduct and govern themselves with Ethics, Transparency and Accountability

1. **Does the Policy relating to ethics, bribery and corruption cover only the Company? Yes/ No. Does it extend to the Group / Joint Ventures / Suppliers / Contractors /NGOs / Others.**

Yes. The Company has adopted a Code of Conduct which strives to foster a culture of integrity and accountability. All our business activities reflect highest degree of ethical standards encompassing the manufacturing operations, Total Quality Management, Health Safety and Environment,

employees, customers, suppliers, members of the public and our shareholders.

2. **How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof.**

During the year, the Company has not received complaint from any stakeholder regarding the unethical practices across all our operations.

Principle 2 - Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.

1. **List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and / or opportunities.**

- PILFLEX 13
- PILCURE CBS
- PILNOX TDQ

2. **For each of such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional)**

- a. **Reduction during sourcing / production / distribution achieved since the previous year throughout the value chain.**

In each of the above mentioned product the Company has achieved 4 % reduction in energy consumption.

- b. **Reduction during usage by consumers (energy, water) has been achieved since the previous year.**

For the above mentioned products, there is no explicit tracking mechanism in respect of resource use. However, the usage of each of the resource used for manufacturing these products, is judicious.

3. **Does the Company have procedures in place for sustainable sourcing (including transportation)?**

If yes, what percentage of inputs was sourced sustainability? Also, provide details thereof.

The Company procures more than 80 % of raw materials from sustainable sources.

More than 80 % of raw material are procured from ISO 9001, ISO 14001 certified and socially responsible sources. All these sources are reliable sources, follow strict environmental norms and all regulatory guidelines.

4. **Has the Company taken any steps to procure goods and services from local and small producers, including communities surrounding their place of work? If yes, what steps have been taken to improve their capacity and capability of local and small vendors.**

We procure raw materials from domestic suppliers in addition to import of key raw materials such as Aniline, Nitro Benzene etc.

We carry out the due diligence of local suppliers/vendors depending upon the business exigencies, provide them guidance for improving their product quality, capability and capacity. NOCIL has been certified as **RESPONSIBLE CARE** Company and we also provide requisite training to our suppliers on best safety practices. Some of the products / services are procured locally. Only those which are not available locally, are procured from outside vendors / suppliers.

5. **Does the Company have a mechanism to recycle products and waste? If yes, what is the percentage of recycling of products and waste (separately as < 5 %, 5 – 10 %, > 10 %). Also, provide details thereof, in about 50 words.**

More than 10% products/ waste are recycled. We consume lot of raw materials/ solvents, many of these used raw materials and used solvents are recycled. We carry out purification of used raw materials/ solvents. We use distillation/ extraction method for purification. NOCIL's R&D team continuously works on reduction of waste & thereby increasing the yield of a process to help in pollution abatement.

Principle – 3 Business should promote the wellbeing of employees

1. **Please indicate the Total number of employees.**

Following is the employee count :

Registered Office	24
Company's Plant at Navi Mumbai	384
Company's Plant at Dahej	185
Total	593

2. **Please indicate the Total number of employees hired on temporary/contractual/casual basis.**

Registered Office	8
Company's Plant at Navi Mumbai	300
Company's Plant at Dahej	125
Total	433

3. **Please indicate the Number of permanent women employees.** - 18
4. **Please indicate the Number of permanent employees with disabilities** - NIL
5. **Do you have an employee association that is recognized by management.**
Yes. It is NOCIL RCD Employees Union.
6. **What percentage of your permanent employees is members of this recognized employee association?** - 22 %
7. **Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year.**

No.	Category	No. of complaints filed during the financial year	No. of complaints pending as on the end of the Financial Year
1	Child labour	Nil	NA
2	Forced labour	Nil	NA
3	Involuntary labour	Nil	NA
4	Sexual harassment	Nil	NA

8. **What percentage of your under mentioned employees were given safety and skill upgradation training in the last year?**

	Category	Safety	skill upgradation training
a	Permanent employees	100	52
b.	Permanent woman employees	100	2
c.	Casual / Temporary / Contractual employees	100	NIL
d	Employees with disabilities	NA	NA

Principle 4 – Business should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized

1. **Has the Company mapped its internal and external stakeholders? Yes /No.**

Yes. The Company has identified all the key internal and external stakeholders.

2. **Out of the above, has the Company identified the disadvantaged, vulnerable and marginalized stakeholders.**

Yes.

3. **Are there any special initiatives taken by the Company to engage with disadvantaged, vulnerable and marginalized stakeholders. If so, provide details thereof, in about 50 words or so.**

The Company has identified the vulnerable and marginalized stakeholders and through its CSR activities / programs always strives to assist them financially in fulfilling their needs. The areas touched upon by the Company include Health care, Education, livelihood enhancement project, rehabilitation of deserted, parentless and abandoned children, empowerment of tribal communities etc.

Principle 5 – Business should respect and promote human rights

1. **Does the policy of the Company on human rights cover only the Company or extend to the Group /Joint Venture / Suppliers / Contractors / NGOs/ Others?**

The Company always ensures that dignity of person associated with the Company in any manner or capacity, is respected at all times. Also, care is taken that there are no instances of the abuse of human rights. We are vigilant about

the overall wellbeing of the employees and that there is no discrimination.

2. **How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the Management?**

There have been no complaints relating to human rights violation in the past.

Principle 6 – Business should respect, protect, and make efforts to restore the environment.

1. **Does the Policy related to Principle 6 cover only the Company or extend to the Group /Joint Venture / Suppliers / contractors / NGOs/ Others**

The Company combines economic success with environmental protection and social responsibility, thus, contributing to a better future. Its endeavour to comply with all applicable legal and internal Environmental, Health and Safety requirements allow to better conserve energy and natural resources, prevent pollution and protect the health, safety of people.

Policy related to Principle 6 is also implemented at wholly owned subsidiary.

2. **Does the Company have strategies / initiatives to address global environmental issues such as climate change, global warming etc.? Y/ N. If yes, please give hyperlink for webpage.**

No.

3. **Does the Company identify and assess potential environmental risks? Y/ N.**

Yes.

4. **Does the Company have any project related to Clean Development Mechanism ? If so, provide details thereof, in about 50 words or so. Also, if yes, whether any environmental compliance report is filed?**

NOCIL developed green technology for manufacturing of 4 Amino diphenylamine. This process generates negligible effluents. We have been granted 2 US patents for this technology.

We have also received Indian Chemical Council award for best indigenous technology.

5. **Has the Company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/ N. If yes, please give hyperlink for webpage.**

Yes, we are in the process of obtaining ISO 50001 certification for energy management.

6. **Are the emissions / Waste generated by the Company within the permissible limits given by CPCB/ SPCB for the financial year being reported?**

Yes. The emissions/ waste generated by the Company are within the limits prescribed by CPCB/ SPCB.

7. **Number of show cause / legal Notices received from CPCB/ SPCB which are pending (i.e. not resolved to satisfaction) as on end of the Financial Year.**

The Company has not received any show cause / legal notice from CPCB/ SPCB during the period under review.

Principle 7 – Businesses, when engaged in influencing public and regulatory policy, should do so in a responsive manner

1. **Is your company a member of any trade and chamber or association? If yes, Name only those major ones that your business deals with:**

Yes. The Company is a member of the following Bodies / Institutions:-

1. Indian Chemical Council
2. All India Rubber Industry Association
3. Indian Rubber Institute
4. Bombay Chamber of Commerce and Industry.
5. Indian Merchants Chamber.

2. **Have you advocated/ lobbied through above associations for the advancement or improvement of any public good? Yes/No. If yes, please specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, water, Food Security, Sustainable Business Principles, Others).**

Occasionally in the past, we have taken the assistance from the Chambers / Association with respect to operational matters which are in the interest of the Company.

Principle 8 - Business should support inclusive growth and equitable development.

1. **Does the Company have specified programs / initiatives / projects in pursuit of the Policy related to Principle 8? If yes, details thereof.**

Yes. The Company is committed towards social inclusion and equitable development of communities. The initiatives encompasses environment, health, education, sustainable livelihood etc.

2. **Are the programs / projects undertaken through in-house team/ own foundation / external NGO / Government structures / any other organization?**

The Company evaluates the projects Direct or in-house under its CSR Policy.

3. **Have you done any impact assessment of your initiative?**

The Company initially assesses the needs of the community / organization from whom it receives the Appeal or proposal and thereafter plans the CSR expenditure accordingly. This process ensures that the funds earmarked for CSR are spent on the deserving cases only.

4. **What is your company's direct contribution to community development projects – Amount in INR and the details of the projects undertaken.**

The Company directly contributes to the various community development projects. The details have been given in Annexure A to the Directors' Report for the Financial Year ended 31 March 2019.

5. **Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so.**

The Company directly contributes to the various developmental programs undertaken by the NGOs. These organizations in turn ensure that the amount is utilized for the right cause and it reaches the intended beneficiaries. The Company also receives updates / progress from the NGOs.

Principle 9 – Businesses should engage with and provide value to their customers and consumers in responsive manner.

1. **What percentage of customer complaints / consumer cases are pending as on the end of the financial year.**

There are no customer complaints pending against the Company.

2. **Does the Company display product information on the product label, over and above what is mandated as per local laws? Yes/ No/ N.A.**

Yes. The Company displays product information as mandated under applicable laws. Additionally, First aid information is also given in the event of unpleasant situations/ Accidents etc.

3. **Is there any case filed by any stakeholder against the Company regarding their unfair trade practices, irresponsible advertising and /or anti-competitive behavior during the last five years and pending as on end of the financial year. If so, provide details thereof, in about 50 words or so.**

There are no cases filed against the Company pertaining to unfair trade practices, irresponsible advertising and / or anti – competitive behavior during the last five years.

4. **Did your company carry out any consumer survey / customer satisfaction trends.**

The Company is customer focused and has standard processes where it carries out survey and takes feedback of Domestic and International customers on yearly basis. The Company also receives frequent evaluation on its products and services from major end-users.

For and on behalf of Board of Directors

Place: Mumbai
Date: 10 May 2019

H.A. Mafatlal
Chairman