



**BUSINESS RESPONSIBILITY REPORT**

**INDEX**

**SECTION A: General information about the Company**

1	Corporate Identity Number (CIN) of the Company	L24119DL1989PLC036264
2	Name of the Company	Bharat Rasayan Limited
3	Registered address	1501, Vikram Tower, Rajendra Place, New Delhi - 110 008.
4	Website	www.bharatgroup.co.in
5	Email ID	investors.brl@bharatgroup.co.in
6	Financial year reported	31st March, 2020
7	Sector(s) that the Company is engaged in (industrial activity code-wise)	Manufacturer of Chemical and Chemical Products; National Industrial Classification(NIC) Code- 20211
8	List three key products / services that the Company manufactures / provides (as in Balance Sheet)	Insecticides, Herbicides and Fungicides
9	Total number of locations where business activity is undertaken by the Company i. Number of international locations (Provide details of major five) ii. Number of national locations	<p><b>** N.A. **</b></p> <p>The Company's manufacturing operations are situated at two locations, viz. Dahej and Mokhra.</p>
10	Markets served by the Company - Local / State/ National / International	Our products are sold in both National and International market.

**SECTION B: Financial details of the Company**

1	Paid-up capital (₹ in Lakhs)	₹424.87
2	Total turnover (₹ in Lakhs)	₹1,21,505.10
3	Total profit after taxes (₹ in Lacs)	₹15,764.19
4	Total spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)	1.57%
5	List of activities in which expenditure in 4 above has been incurred	Refer to its specific Annexure annexed to the Board's Report

**SECTION C: Other details**

- Does the Company have any subsidiary company /companies? **\*\*\* No \*\*\***
- Do the subsidiary company / companies participate in the Business Responsibility (BR) initiatives of the parent Company? If yes, then indicate the number of such subsidiary company(s). **\*\*\* N.A. \*\*\***



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%). **\*\*\* No \*\*\***

**SECTION D: BR information**

1. Details of Director / Directors responsible for BR

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

1.	DIN Number	00024660
2.	Name	Shri Sat Narain Gupta
3.	Designation	Chairman & Managing Director

- b. Details of the BR Head

1.	DIN Number (if applicable)	N.A.
2.	Name	Ms. Nikita Chadha
3.	Designation	Company Secretary
4.	Telephone number	011-43661111
5.	E-mail ID	nikita.bahl@bharatgroup.co.in

2. Principle-wise (as per NVGs) BR Policy/policies (Reply in Y/N) The NVGs on social, environmental and economic responsibilities of business prescribed by the Ministry of Corporate Affairs advocates the nine principles (detailed below) as P1-P9 to be followed:

- 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 lifecycle.
- 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 the principle wise responses are mentioned in the Annexure to this report.



Principle-wise (as per NVGs) BR policy / policies (reply with Yes / No)

Sr. No.	Questions	P1 Ethics	P2 Product Life Cycle Sustainability	P3 Employee Well-Being	P4 Stakeholder Engagement	P5 Human Rights	P6 Environment	P7 Policy advocacy	P8 Community Development	P9 Customer Value
1	Do you have a policy /policies for ethics, bribery and corruption cover only the Company?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2	Has the policy been formulated in consultation with the relevant stakeholders?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Does the policy conform to any national/ international standards? If yes, specify (50 words).	The policies confirm to the nine principle of National Voluntary Guidelines (NVGs) for Business Responsibility Report. We have ISO 9001:2015 for Quality Management, the professional commitments of high order have earned the rating of ISO 14001:2015 for Environment Management System and also ISO 45001:2018 Certification for Occupational Health & Safety norms								
4	Has the policy been approved by the Board? If yes, has it been signed by the MD/owner/ CEO/ appropriate Board Director?*	Yes, BOD	No	Yes, BOD	Yes, BOD	No	Yes, BOD	No	No	No
5	Does the Company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy?	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No
6	Indicate the link for the policy to be viewed online.	View restricted to the respective stakeholders.								
7	Has the policy been formally communicated to all relevant internal and External stakeholders?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
8	Does the Company have an in-house structure to implement the policy/policies?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
9	Does the Company have a grievance redressal mechanism related to the policy/policies to address stakeholders' grievances related to the policy/ Policies?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
10	Has the Company carried out independent audit/ evaluation of the working of this policy by an internal or external agency?	The Company is working to develop a process and system for evaluating the implementation of the policies. The policies are evaluated from time to time and updated whenever required.								

\*Policies have been approved by the Board of Directors, Managing Director and Senior Management.



2. If answer to S. No. 1 of the annexure against any principle, is 'No', the reasons for the same have been mentioned therein.

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

3. Governance related to BR

- 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  
\*\*\* **Annually** \*\*\*
- 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 will publish the BR Report annually. The hyperlink for viewing the report is [www.bharatgroup.co.in](http://www.bharatgroup.co.in).

## SECTION E: PRINCIPLE -WISE PERFORMANCE

### Principle 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, Whistle Blower Policy and Code of Conduct of Ethics.
  - The Company is committed to grow in a socially and environmentally responsible way, while meeting the interests of its major stakeholders.
  - In compliance with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, Whistle Blower Policy has been implemented as a mechanism for employees to report concerns about unethical behaviour or actual or suspected fraud of all kinds, including alleged fraud by or against the Company, abuse of authority, whether made by a named complainant or anonymously.
  - The Policy is a step towards better Corporate Governance and is available on the Company's website.
- How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management?



During the year under review, the Committee noted that a total of Seventy One (71) Complaints were received from the investors and 70 complaints out of them were resolved to the full satisfaction of the investors of the Company. There was one complaint remain unresolved at the end of the financial year 2019-20.

## **Principle 2**

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

The philosophy of the Company is to tie-up with innovators, especially Japanese Companies which are eco-friendly, less toxic, safe for environment. Environmental considerations get incorporated in each proposal through process hazard analysis and what-If analysis.

- META PHENOXY BENZALDEHYDE (MPBD)
- LAMBDA CYHALOTHRIN TECHNICAL
- METRIBUZIN

2. For each 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?

The Company has taken up energy conservation programmes in all manufacturing units involving our inhouse team and experts from outside and registered saving in terms of energy and waters.

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

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

4. Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work?

Among the commitments, the Company has embraced sustainability as a way of growing business and believe that organization which integrate material sustainability issues across through value chain will find an opportunity to improve their performance in the medium and long term.

In all cases, company request their suppliers to comply with social, environmental, business integrity, legal requirement and encourage them to go further and share the best practice with the Company, so that they can improve together in the area of sustainability.

The Company encourages new development with small, medium and large vendors keeping in mind indigenization for sourcing of raw material, intermediates to produce agro chemical and take care of compliance and monitoring of full chain mapping of process and procedure.

Logistics is fully integrated with sustainability sourcing policy, transporters are given time to time training for handling hazardous chemicals in case of exigency.

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 or so.

Bharat Rasayan Limited has been committed to have a mechanism to recycle products and waste.

We are recycling all recovered solvents upto 95% like toluene, methanol, iso propyl alcohol, dichloroethane, monoethylene glycol, n-hexane etc, also we are using by products like HCl, HBr, recovered trizenone, also we are selling our by products like Aq.AICI<sub>3</sub>, NaHS, Na<sub>2</sub>SO<sub>3</sub> to end users.



### Principle 3

1. Please indicate the total number of employees:

The Company had 791 employees at March 31, 2020.

2. Please indicate the total number of employees hired on temporary/contractual/casual basis: **597**.
3. Please indicate the number of permanent women employees : The Company had 14 women employees at March 31,2020.
4. Please indicate the number of permanent employees with disabilities: **2**
5. Do you have an employee association that is recognized by management: **No**
6. What percentage of your permanent employees are members of this recognized employee association? **Nil**

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.

The Company does not engage in any form of child labour/forced labour/involuntary labour and does not adopt any discriminatory employment practices. The Company has a policy against sexual harassment and a formal process for dealing with complaints of harassment or discrimination. The said policy is in line with relevant Act passed by the parliament in 2013. During the year, No cases were happened.

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

1. Permanent Employees : **100%**
2. Permanent Women Employees : **100%**
3. Casual/Temporary/Contractual Employees : **100%**  
(Mandatory/Required Safety Training to all contractual employees by Safety Department)
4. Employees with Disabilities : **002** (in Nos.)

Training of safety and skill up gradation is continuous process in our Company. Employee health and safety is of prime importance to Company.

We are continuously working on improving upon competencies of our employees helping them in skills development through training interventions.

Training wing under HR department with the help of in- house trainers and also engaging experts in relevant areas of training are hired to impart training to employees.

Structured Training need analysis is done periodically with the help of HOD in all departments to understand the skill gaps to enable, customize the contents.

This involves training on behavioral as well as functional related. Majority of employees and workers have been covered under training.

### Principle 4

1. Has the company mapped its internal and external stakeholders? Yes/No  
Yes, the Company has mapped its key internal and external stakeholders.
2. Out of the above, has the company identified the disadvantaged, vulnerable & marginalized Stakeholders?

The Company engages with its stakeholders on an ongoing basis. It is committed to the welfare of marginalized and vulnerable sections of the society and endeavours to meet the expectations of the said stakeholders.



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

Presently the Company has not taken initiatives to engage with the disadvantaged, vulnerable and marginalized stakeholders.

#### **Principle 5**

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

The Company remains committed to respect and protect human rights. The Company's Code of Business Conduct & Ethics and the human resource practices cover most of these aspects. The Company does not hire child labour, forced labour or involuntary labour. The Company never discriminates between its employees. This practice extends to the Bharat Group.

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

No stakeholder complaints, relating to human rights, have been received in the past financial year.

#### **Principle 6**

1. Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others.

It Covers to company and its surrounding.

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 etc.

Yes, we are monitoring our Ambient Air quality as well as Process/Vents stacks and maintain all parameters within GPCB/CPCB limit. Also we have developed green belt around our factory premises to reduce environmental impact of our activity. Also planted trees on Bharuch -Dahej Road as a CSR activity. We are recycling waste water after treatment in ETP in process cooling towers

3. Does the company identify and assess potential environmental risks? (Y/N)

We have ISO 9001:2015 for Quality Management, the professional commitments of high order have earned the rating of ISO 14001:2015 for Environment Management System and also ISO 45001:2018 Certification for Occupational Health & Safety norms. The Company's R & D Centre (Bahadurgarh and Dahej) is certified by the Ministry of Science and Technology, Government of India and NABL Certification from National Accreditation Board for Laboratories as a certified research Lab.

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?

Environment Audit conducted by third party on yearly basis.

5. Has the company undertaken any other initiatives on - clean technology, energy efficiency, renewable energy, etc. (Y/N). If yes, please give hyperlink for web page etc.

No

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

Yes



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

None

**Principle 7**

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:
1. PHD Chamber of Commerce and Industry.
  2. Chemicals, Cosmetics & Dyes Export Promotion Council (CHEMEXCIL)
  3. Crop Care Federation of India (CCFI).
  4. Haryana Pesticides Manufacturers Association.
  5. Bharuch District Manufacturers Association.
2. Have you advocated/lobbied through above associations for the advancement or improvement of public good? (Yes/No); if yes specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others)

Yes, Economic Reforms, Inclusive Development Policies initiatives has been taken up by the Company from time to time.

**Principle 8**

1. Does the company have specified programmes/initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof.

The Company has a well-defined CSR policy which is in line with the Companies Act, 2013. The Company, have taken various CSR initiatives for support and development of society. The report on the CSR projects carried by the Company is annexed with the Board's Report.

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

The Company, through various NGOs, supports various CSR initiatives in a project/ program mode.

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

A report on each project and its impact on society are taken from NGOs/ Trusts which is reviewed from time to time.

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

The Company has spent ₹2.47 crore on the CSR Activities during the financial year 2019-20. The amount was spent on areas as mentioned in Annexure to the Board's Report.

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.

Yes. Initiatives undertaken under CSR are tracked to determine the outcomes achieved and the benefits to the community.

Any project that comes up for CSR is first internally reviewed and assessed by the Management. If the Management is convinced of the project, it is put up to the CSR Committee for its consideration and approval.





### **Principle 9**

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

The Company's uncompromising commitment to providing worldclass products and services to customers is supported by its concern for the safety of its customers. A well-established system is in place for dealing with customer feedback and complaints. Customers are provided multiple options to connect with the Company through email, telephone, website, social media, feedback forms, etc.

All complaints are appropriately redressed and resolved. As on the end of the financial year, there was negligible percentage of unresolved complaints.

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. /Remarks (additional information)]

Yes, We have affix product label having product related information in each and every bag/drum/ container. Also we have to provide term card to driver to handle the emergency during transportation. and MSDS to our customer in every consignment.

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

Yes, we have received one show cause notice from GPCB and compliance reported submitted to GPCB.

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

No.

5. Did your company carry out any consumer survey/ consumer satisfaction trends?

Yes, On yearly Basis. (In this FY 2019-20 year customer satisfaction level was 90.36%)