



ANUPAM RASAYAN INDIA LTD.

ARILSLDSTX20260908055

Date: September 08, 2026

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

Subject: Submission of Business Responsibility and Sustainability Report of Anupam Rasayan India Limited (the "Company") for the financial year 2025-26.

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2025-26.

The Business Responsibility and Sustainability Report for the financial year 2025-26 is also uploaded on the Company's website www.anupamrasayan.com.

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

Thanking you,

Yours Faithfully,

For Anupam Rasayan India Limited

**ASHISH
GUPTA**

Digitally signed by
ASHISH GUPTA
Date: 2026.09.08
19:52:13 +05'30'

Ashish Gupta
Company Secretary & Compliance Officer

Encl.: As above

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

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

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

Sr. No	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L24231GJ2003PLC042988
2	Name of the Listed Entity	Anupam Rasayan India Limited ("Company"/Anupam Rasayan")
3	Year of incorporation	30-09-2003
4	Registered office address	1101 to 1107, 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	1 st April 2025 – 31 st March 2026
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11	Paid-up Capital	1,13,84,83,100 INR
12	Contact Person	
	Name of the Person	Mr. Abdul Kadir Syed
	Telephone	Tel: - +91-261-2398991
	Email 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	BRSR Core Reasonable

II. Product/Services

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

Sr. No	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,	100%
		Tanfac Industries Limited	pharmaceuticals,	100%
		Jayhawk Fine Chemical	medicinal chemical and botanical products.	100%

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

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

III. Operations

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

Location	Number of plants	No. of Offices	Total
National	7	3	10
International	1	4	5

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?		50.17%
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
	Jayhawk Fine Chemical	The Company operates through a Business serves a Composites, Specialty Solvents, Semi-conductor, Agricultural, Composites.

IV. Employees

20. Details as at the end of Financial Year:

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a.	Employees and workers (including differently abled)					
	Employees					
1	Permanent Employees (D)	1011	942	93.2%	69	6.82%
2	Other than Permanent Employees (E)	3	2	66.67%	1	33.33%
3	Total Employees (D+E)	1014	944	93.1%	70	6.9%
	Workers					
4	Permanent (F)	1490	1490	100%	0	-
5	Other than Permanent (G)	427	415	97.19%	12	2.8%
6	Total Workers (F+G)	1917	1905	99.37%	12	0.63%
b.	Differently abled employees and workers					
	Employees					
1	Permanent Employees (D)	1	1	100%	-	-
2	Other than Permanent Employees (E)	-	-	-	-	-
3	Total Employees (D+E)	1	1	100%	-	-

20. Details as at the end of Financial Year: (Contd.)

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Workers						
4	Permanent (F)	1	1	100%	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total Differently Abled Employees (F+G)	1	1	100%	-	-

21. Participation/Inclusion/Representation of women

Sr. No	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1.	Board of Directors	8	2	25%
2.	Key Management Personnel	10	0	0%

*This figure is on standalone basis.

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Category	FY 2025-2026 (Turnover rate in current FY)			FY 2024-2025 (Turnover rate in current FY)			FY 2023-2024 (Turnover rate in current FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.98%	10.7%	6.26%	6.23%	21.15%	7.04%	6.74%	4.04%	6.60%
Permanent Workers	5.12%	0%	5.12%	7.47%	0.0%	7.47%	5.73%	0.0%	5.73%

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

Sr. No	Name of the holding/subsidiary/associate companies/joint ventures	Indicate whether it is a holding/Subsidiary/Associate/or Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Tanfac Industries Ltd	Subsidiary over which the Company exercises effective control	25.8%	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	Anupam General Trading FZE (Wholly Owned Subsidiary)	Subsidiary	100%	No
9	Doriath S.a r.l (Wholly Owned Subsidiary)	Subsidiary	100%	No
10	Monitchem Kansas S.a r.l	Step-down subsidiary (Level - I) of Wholly-owned subsidiary	100%	No

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

Sr. No	Name of the holding/subsidiary/associate companies/joint ventures	Indicate whether it is a holding/Subsidiary/Associate/or Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
11	Kansas HoldCo, Inc.	Step-down subsidiary (Level - II) of Wholly-owned subsidiary	100%	No
12	Kansas HoldCo I, Inc.	Step-down subsidiary (Level - III) of Wholly-owned subsidiary	100%	No
13	Jayhawk Fine Chemicals Corporation	Step-down subsidiary (Level - IV) of Wholly-owned subsidiary	100%	Yes
14	Tangent Science Private Limited (Associate of Wholly Owned Subsidiary Jainam Intermediates Private Limited)	Associate of Wholly Owned 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 2024-25)	8,95,89,93,368
	Net worth (in ₹) (as on 31 March 2025)	28,05,07,69,760

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 2025-26 Current Financial Year			FY 2024-25 Current 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)
Energy and Emission Management	Opportunity	Energy-intensive operations lead to high GHG emissions; regulatory compliance and cost-saving opportunities identified under Net Zero strategy by 2027.	NA	Positive
Waste Management	Opportunity/ Risk	Generation of hazardous and non-hazardous waste poses environmental risks and regulatory liabilities.	Implementation of 3R (Reduce, Reuse, Recycle), scientific disposal, waste tracking systems.	Positive/Negative
Environmental Compliance	Opportunity/ Risk	Non-compliance with environmental laws can result in legal penalties and reputational damage.	Continuous monitoring, internal audits, and adoption of ISO 14001 EMS standards.	Positive/Negative
Employee Health and Safety	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 nonfinancial 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
Human Rights and Labour Practices	Opportunity	Upholding ethical treatment, fair wages, safe working conditions, and freedom from discrimination or forced labor across operations and supply chains.	NA	Positive

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

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Business Ethics & Corporate 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.	NA	Positive
Climate Change Risk Assessment	Opportunity/ Risk	Company Business model is custom manufacturing of Intermediate Specialty Chemicals, Pharma Intermediates, Polymers, Semiconductor 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 Biomass from the conventional fossil fuels like Coal. Company is also investing in renewable electricity projects to meet target of Net Zero.	Positive/Negative
Water Management	Opportunity/ Risk	High water dependency in processes increases risk due to water scarcity and regulations.	Zero liquid discharge systems, and, process optimization.	Positive
Biodiversity	Opportunity	Maintains ecosystem balance and fulfills environmental responsibility.	Not Applicable	Positive
Innovating for Sustainability	Opportunity	Creates competitive advantage through eco-friendly products and processes.	Not Applicable	Positive

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

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Diversity, Inclusion & Equal opportunity	Opportunity	Fosters innovation, improves employee satisfaction, and complies with labor laws.	Not Applicable	Positive
Training and Development	Opportunity	Enhances employee capabilities and supports business growth.	Not Applicable	Positive
Employee Engagement	Opportunity	Engaged employees are more productive, innovative, and less likely to leave.	Not Applicable	Positive
Employee Benefits	Opportunity	Providing competitive benefits improves satisfaction and attracts talent.	Not Applicable	Positive
Employee Performance Management	Opportunity	Aligns individual goals with organizational objectives and improves efficiency.	Not Applicable	Positive
Product Quality and Safety	Opportunity	Builds customer trust and ensures compliance with safety standards.	Not Applicable	Positive
Data Privacy and Cyber security	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

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)
Economic Performance	Opportunity	Drives business growth and long-term sustainability.	Not Applicable	Positive
Risk Management	Opportunity	Identifies and mitigates potential threats to business operations.	Not Applicable	Positive
Marketing and labelling	Opportunity	Ensures transparency, builds customer trust, and avoids regulatory issues.	Not Applicable	Positive
Community Relationship and Engagement	Opportunity	Enhances social license to operate and supports local development.	Not Applicable	Positive
Supplier Management	Opportunity	Supplier ESG performance impacts own sustainability profile; opportunity to build a resilient supply chain.	Not Applicable	Positive
Political Engagement and Lobbying Activities	Opportunity	Influences policy decisions and manages regulatory risks.	Not Applicable	Positive

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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	We are practicing following Standards: 1. ISO 9001:2015 – Quality Management System 2. ISO 14001:2015 – Environment Management System 3. ISO 45001:2018 – Occupational Health & Safety Management System 4. ISO 50001:2018 – Energy Management System 5. UN Global Compact (UNGC) 6. CDP (Climate Change and Water Security Disclosure) 7. EcoVadis – Silver Medal 8. SMETA 4-Pillar (Sedex Members Ethical Trade Audit) 9. Together for Sustainability (Tfs) – Sustainability Assessment 10. BIS standards, only where applicable to specific products. 11. Halal Certification, only where applicable to specific products.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Company has set the following goals and targets: • Achieve Zero Waste to Landfill by 2027. • 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. Please refer our Sustainability Report of FY 2024-25 for further details on targets we have defined. Please refer link https://www.anupamrasayan.com/investors/results-reports								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	1.	Achieve Zero Waste to Landfill by 2027					94.5% of waste diverted		
	2.	Increase average training hours for all employees (including contract-based and full-time) by 50% by 2027					48.42%		
	3.	Increase women's participation in the workforce by 1.5% to 2% of the total workforce by 2027					2.07% 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					48.77%		
	6.	Reduce freshwater consumption in processes across all sites by 5% to 10% by 2030.					8.65% reduction in freshwater consumption		
	7.	Scope 1 Energy Net Zero by 2027.					14.4 % GHG reduction in overall operations of the Anupam Rasayan from the FY 2021-22		

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES (Contd.)

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, Leadership and Oversight										
7	Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements: The Company takes immense pride in nurturing a sustainability-driven culture that is deeply ingrained across every level of the organisation, demonstrating our unwavering commitment to responsible and sustainable growth. We remain dedicated to accelerating our Environmental, Social, and Governance (ESG) journey, with a clear aspiration to establish industry-leading benchmarks in sustainability by 2030. To further strengthen this commitment, we have implemented a comprehensive sustainability governance framework that integrates ESG priorities into our strategic planning, operational practices, and decision-making processes. Our ESG roadmap is closely aligned with the United Nations Sustainable Development Goals (UN SDGs) and guided by the principles of the Global Reporting Initiative (GRI). Over the past year, we have achieved notable progress across our sustainability priorities, delivering measurable improvements in environmental performance, social impact, and governance standards. For detailed insights into our ESG initiatives and performance, we invite you to explore our latest Sustainability Report available at https://www.anupamrasayan.com/investors/results-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. Afzal H. Malkani Managing Director 2. Mr. N. R. Ravichandran Chief Financial Officer					
		Jayhawk Fine Chemical			1. Jeff Black- President					
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. The Company has constituted a Sustainability Committee comprising a chairman and three members. The Committee is responsible for formulating, implementing, and monitoring ESG-related policies, processes, and strategic initiatives. It also reviews and oversees periodic reports on ESG performance and sustainability matters to ensure alignment with the company's long-term objectives. For more information, please refer to the following link: Board of Directors, Committees of the Board and Management Team of the Company – Anupam Rasayan.								
10.	Details of Review of NGRBCs by the company:	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									
	Performance against above policies and follow up action	This will be reviewed by our committee members on half yearly basis.								

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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.



At Anupam Rasayan, integrity, transparency, and accountability form the foundation of our governance framework and business conduct. The Company is committed to upholding the highest standards of ethics through robust policies, effective internal controls, responsible decision-making, and compliance with applicable laws and regulations. By fostering a culture of ethical behavior and transparency, we strengthen stakeholder trust, enhance long-term value creation, and contribute to sustainable and responsible business growth.

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	4	The Company conducts periodic familiarization programmes for Independent Directors and KMPs through presentations, plant visits, and updates on business performance, governance, regulatory developments, risk management, and sustainability matters. These initiatives enhance their understanding of the Company's operations and strategic priorities.	100%
Key Management Personnel	4		100%
Employees other than BODs & KMPs	5390	Employees and workers are provided with periodic training on health & safety, sustainability, compliance, technical skills, and operational best practices to support continuous learning and responsible business practices.	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 INR)	Brief of the case	Has an appeal been preferred? (Yes/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

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.

During the reporting period, the Company confirms that there have been no instances wherein an appeal or revision has been preferred against any monetary or non-monetary actions imposed. This reflects that the Company has not contested or challenged any regulatory decisions, penalties, or directives through legal or administrative proceedings.

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. Anupam Rasayan India Limited has an Anti-Corruption/Anti-Bribery framework embedded through its Code of Conduct, Whistle Blower/Vigil Mechanism Policy, and related governance policies. The Company follows a zero-tolerance approach towards bribery, kickbacks, facilitation payments, fraud, and unethical business practices. These policies are applicable to directors, employees, and relevant stakeholders, and provide mechanisms for reporting suspected violations confidentially without retaliation.

The Company also emphasizes ethical dealings, transparency, accountability, and compliance with all applicable laws and regulations. Complaints, if any, are investigated through the defined governance mechanism and disciplinary action is taken wherever required. Web-link: <https://www.anupamrasayan.com/investors/policies-practices/code-of-coduct-policy>

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 2025-26 (Current Financial Year)	FY 2024-25 (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 2025-26 (Current Financial Year)		FY 2024-25 (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 2025-26, 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:

Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	203	184

*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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	45.84%	45.88%
	b. Number of trading houses where purchases are made from	107	126
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	96.67%	94.69%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	47.13%	35.08%
	b. Number of dealers/distributors to whom sales are made	37	43
	c. Sales to top 10 dealers/Distributors as % of total sales to dealers/distributors	99.4%	97.96%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	5.43%	8.2%
	b. Sales (Sales to related parties/Total Sales)	27.44%	1.5%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	19.16%	20.8%
	d. Investments (Investments in related parties/Total Investments made)	55.02%	0.03 %

*This value is on standalone basis.

Leadership Indicators
1. Awareness programmers' 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		

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.

Yes. Anupam Rasayan India Limited has established appropriate processes to identify, disclose, monitor, and manage conflicts of interest involving members of the Board of Directors. The Company's governance framework is supported through its Code of Conduct for Board of Directors and Senior Management, available on the Company's website.

Under this framework, Directors are required to act in the best interests of the Company and make necessary disclosures relating to any actual or potential conflict of interest, including interests in contracts, arrangements, directorships, or other business associations. In situations where a conflict may arise, the concerned Director is required to disclose the same and recuse from participation in discussions and decision-making on the relevant matter.

The Company also follows applicable provisions of the Companies Act, 2013, SEBI (LODR) Regulations, and internal governance practices relating to periodic disclosures, related party transaction approvals, and ethical conduct. These processes help ensure transparency, independence of judgment, and sound corporate governance.

Web-link: <https://www.anupamrasayan.com/investors/policies-practices/board-of-directors-and-the-senior-management-team>

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



Anupam Rasayan India Limited is committed to conducting its business in a manner that promotes sustainable and safe products, services, and operations. Through its Sustainability Policy, the Company recognizes emerging global challenges such as climate change and actively adopts mitigation measures to support a sustainable future for future generations. The Company strives to foster a cleaner environment and safer society by deploying safe, resource-efficient, and environmentally responsible technologies that help reduce emissions, minimize waste generation, and optimize resource utilization across its operations and supply chain. Further, the Company remains focused on promoting sustainable production and responsible consumption practices that enhance quality of life, conserve natural resources, and support long-term environmental stewardship.

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 2025-26 (Current Financial Year) *	FY 2024-25 (Previous Financial Year) *	Details of improvement in social and environmental aspects
Anupam Rasayan India Limited	Research & Development (R&D)	63%	79%	Investments in R&D and process improvements focused on enhancing energy efficiency, process yield and resource efficiency while reducing environmental impacts.
	Capital Expenditure (CAPEX)	4.9%	22.16%	Investments in energy-efficient, pollution-control, emission-monitoring, water-management and process-efficiency systems, along with occupational health and safety measures to reduce environmental impacts and workplace risks.

*This value is on standalone basis.

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

Yes. Anupam Rasayan India Limited has established procedures for sustainable sourcing through the implementation of a Sustainable Procurement Policy, which is accessible to relevant stakeholders through the Company's internal intranet platform. The policy outlines the Company's commitment to maintaining ethical, environmental, labour, and health & safety standards across its supply chain.

In line with this policy, the Company is progressively strengthening and deploying robust mechanisms to assess, monitor, and enhance the sustainability performance of both existing and prospective suppliers. During FY 2025–26, the Company developed an internal ESG assessment checklist, which is being shared with suppliers to evaluate their Environmental, Social, and Governance (ESG) practices and identify opportunities for improvement. Additionally, the Company reviews publicly available ESG disclosures, sustainability reports, and other relevant information of key suppliers, wherever available, as part of its supplier sustainability evaluation process.

This reflects the Company's continued focus on integrating responsible and sustainable practices into its procurement processes and promoting a resilient, responsible supply chain.

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

19.62%

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.

Anupam Rasayan India Limited is primarily engaged in the manufacture and supply of customized specialty chemicals that are used as intermediates in the manufacturing processes of its customers. Owing to the nature of these products and their industrial applications, the Company does not exercise direct control over the end-of-life management of products once they are delivered to customers.

However, the Company promotes responsible downstream management practices and expects its customers, who are established and compliant business entities, to adhere to applicable environmental regulations and recognized industry standards for the safe handling, reuse, recycling, and disposal of materials. This includes management of (a) plastics (including packaging), (b) e-waste, (c) hazardous waste, and (d) other waste that may arise during or after the use of the Company's products.

The Company remains committed to advancing sustainability across its value chain and continues to engage with stakeholders to encourage environmentally responsible end-of-life management practices.

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. Anupam Rasayan India Limited is subject to Extended Producer Responsibility (EPR) requirements in relation to its applicable operations. In compliance with the Plastic Waste Management Rules, 2016 (as amended), the Company has obtained the requisite EPR registration from the Central Pollution Control Board (CPCB).

The Company has formulated and implemented a waste collection plan in accordance with the applicable regulatory framework, and the same is aligned with the EPR action plan submitted to the relevant Pollution Control Board authorities. Further, the Company regularly files the prescribed returns and compliance disclosures on the CPCB portal in line with applicable regulatory requirements.

This reflects the Company's proactive approach towards environmental stewardship and its continued commitment to responsible plastic waste management, transparency, and regulatory compliance.

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 cannot 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.No	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 2025-26 (Current Financial Year)	FY 2024-25 (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 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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, dignity, and well-being for employees and workers across the Company and its value chain is a fundamental aspect of responsible and sustainable business practices. The Company remains committed to safeguarding the health and safety of its workforce, reflecting its strong focus on employee well-being and the importance of providing a safe and secure work environment.

The Company has implemented policies, processes, and systems that empower employees and workers by ensuring equal opportunities, fair working conditions, equitable compensation, and career development opportunities. Through transparent, inclusive, and people-centric practices, the Company fosters a culture of trust, motivation, engagement, and loyalty across its 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	942	942	100%	942	100%	-	-	176	19%	176	19%
Female	69	69	100%	69	100%	69	100%	-	-	6	9%
Total	1011	1011	100%	1011	100%	69	100%	176	19%	182	18%
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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	1490	1490	100%	1490	100%	-	-	9	1%	9	1%
Female	-	-	-	-	-	-	-	-	-	-	-
Total	1490	1490	100%	1490	100%	-	-	9	1%	9	1%
Other than Permanent Workers											
Male	415	415	100%	415	100%	-	-	-	-	-	-
Female	12	12	100%	12	100%	12	100%	-	-	-	-
Total	427	427	100%	427	100%	12	2.81%	-	-	-	-

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

Topic	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	3.66%	5.12%

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

Sr.	Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)			FY 2023-24 (Prior to 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	100%	100%	Yes	100%	100%	Yes

*This value is on standalone basis.

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.

Yes, the Company's premises are fully accessible to differently-abled employees and workers, in compliance with the provisions of the Rights of Persons with Disabilities Act, 2016. The Company has incorporated inclusive infrastructure such as ramps, accessible pathways, and elevators to accommodate individuals with mobility challenges.

In addition to physical accessibility, the Company is committed to fostering an inclusive and equitable workplace culture, where all individuals—regardless of their abilities—are treated with dignity, respect, and equal opportunity. This reflects the Company's broader commitment to diversity, equity, and inclusion.

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 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	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	942	942	100%	942	100%	881	717	81.38%	680	77.19%
Female	69	69	100%	69	100%	49	45	91.84%	43	87.76%
Total	1011	1011	100%	1011	100%	930	762	81.94%	723	77.74%
Workers										
Male	1490	1490	100%	1490	100%	1676	1676	100.00%	1550	92.48%
Female	0	0	0	0	0	0	0	0.00%	0	0.00%
Total	1490	1490	100%	1490	100%	1676	1676	100.00%	1550	92.48%

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	942	942	100%	881	881	100%
Female	69	69	100%	49	49	100%
Total	1011	1011	100%	930	930	100%

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Workers						
Male	1490	1490	100%	1676	1676	100%
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	1490	1490	100%	1676	1676	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 Occupational Health and Safety Management System, certified to ISO 45001:2018 is implemented uniformly across all sites. We have also implemented different elements of process safety management standard confirming to CCPS requirement to the different sites.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company has implemented robust hazard identification and risk assessment methodologies to identify work-related hazards covering both routine and non-routine activities. Specifically, Hazard and Operability Studies (HAZOP) are conducted for process-related hazards, while Hazard Identification and Risk Assessment (HIRA) is used for routine as well as non-routine operational activities. In addition, Health Risk Assessment (HRA) is undertaken to identify potential occupational exposure-related risks. These structured processes enable proactive risk mitigation and support a safe and healthy workplace.
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 processes that enable workers to report work-related hazards through a structured incident reporting procedure. Regular training is provided on reporting accidents, near-misses, unsafe acts, and unsafe conditions. Workers are empowered to immediately remove themselves from any situation they believe poses imminent risk and move to a safe location without fear of retaliation. All reported incidents and potential hazards are thoroughly investigated, and necessary corrective and preventive actions are implemented to avoid recurrence and strengthen workplace safety.
d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes, employees and workers of the Company have access to non-occupational medical and healthcare services. The Company provides medical support through health insurance coverage, access to hospitals and clinics, emergency medical assistance, periodic health check-ups, and wellness initiatives to support the overall health and well-being of its workforce.

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

Safety Incident/Number	Category	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)	FY 2023-24 (Prior to Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0	0
	Workers			
Total recordable work-related injuries	Employees	0	0	0
	Workers	0	0	0
No. of fatalities	Employees	0	0	0
	Workers	0	0	0
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 across its operations.

These include:

- Deployment of hazard identification and risk assessment methodologies such as Hazard and Operability Studies (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 risks;
- Conducting daily Toolbox Talks (TBT) in each shift to reinforce safety awareness and maintain a hazard-free workplace; Regular site reviews, workplace inspections, and safety audits to assess preparedness and compliance; and Providing regular occupational health and safety, process safety trainings to the employees and workers.

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

Topic	FY 2025-26 (Current Financial Year)			FY 2024-25 (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.

During the reporting period, assessments of the Company's health and safety practices and working conditions did not identify any major concerns or significant risks. However, the Company follows a proactive and preventive approach to occupational health and safety management.

As part of its safety governance framework, the Company regularly conducts Hazard Identification and Risk Assessment (HIRA) for routine and non-routine activities, along with Health Risk Assessments (HRA) to identify and evaluate potential exposure-related risks. Internal team also keep different inspections to avoid and address any unexpected potential risk as a part of continual improvement programs. Based on the outcomes of these assessments and any safety-related incidents reported, appropriate corrective and preventive actions (CAPA) are implemented in a timely manner to mitigate risks, strengthen controls, and enhance overall safety performance.

This systematic and forward-looking approach reflects the Company's commitment to providing a safe, healthy, and continuously improving work environment for all employees and workers.

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	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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	-

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 Anupam Rasayan, we recognize the importance of all stakeholders and respect their interests, including those who may be vulnerable or marginalized. We are committed to engaging with our stakeholders through structured policies, processes, and transparent communication channels, while actively considering their feedback and expectations.

Our objective is to create sustainable value and positive impact for stakeholders through our activities, products, processes, and business decisions. By fostering collaborative and responsible relationships with stakeholders, the Company aims to contribute to inclusive growth, strengthen society, and enhance long-term business resilience.

Essential Indicators

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

The Company follows a structured and inclusive process to identify its key stakeholder groups, focusing on individuals, communities, and entities that are directly or indirectly impacted by its operations, products, services, and business activities. Stakeholders are identified based on the nature and extent of their engagement with the Company, their influence on business performance, their level of interest in the Company's activities, and the degree to which they may be affected by the Company's decisions.

This process includes mapping key stakeholder groups such as employees, customers, suppliers, investors, regulatory authorities, local communities, business partners, and other relevant parties. Through regular interactions, reporting mechanisms, consultations, feedback channels, and collaborative initiatives, the Company ensures that stakeholder concerns, expectations, and priorities are appropriately understood and addressed.

This approach reflects the Company's commitment to transparency, accountability, and sustainable value creation for all stakeholders.

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

Stakeholder Group	Whether identified as a Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	- Feedback from customers - Surveys on customer satisfaction - Communication via phone calls, emails, and meetings - Execution of signed contracts - Participation in exhibitions and events - Customer visits and audits - Information available on websites	As and When Required	- On-time delivery - Product quality - Pricing - Post-sales support - Product certifications - Environmental, health, and safety (EHS) management systems
Employees	No	- Communication through emails and meetings - Surveys on employee satisfaction - Training programs - Reviews during performance appraisals - Mechanisms for grievance redressal	As and When Required	- Fair compensation and rewards - Work-life balance - Training and skill development - Opportunities for career growth - Occupational health and safety - Job security - Clear and transparent communication

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

Stakeholder Group	Whether identified as a Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	No	1. Communication through emails and meetings 2. Evaluation of vendors 3. Execution of signed contracts	As and When Required	1. Prompt payment 2. Order continuity 3. Building capacity 4. Transparency
Communities	No	1. Training & Workshops, 2. Regular meetings, 3. Need assessment & Satisfaction surveys, 4. CSR reports	As and When Required	1. Local Employment, 2. Environmental pollution control, 3. Infrastructure development, 4. Training & livelihood programs, 5. Participation in social services
Investors & Shareholders	No	1. Shareholders Meetings, 2. Publishing requisite notices/press releases/other communications through Newspapers Advertisements/e-mails/websites, 3. Annual Reports, 4. Company's Website/ dissemination of requisite information on website of stock exchanges and depositories, 5. Investor interactions/ Calls	As and When Required	1. Sustainable growth & returns, 2. Risk Management, 3. Corporate Governance, 4. Market Share, 5. Operational Performance
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 instituted a structured and inclusive stakeholder consultation process to address economic, environmental, and social topics. Recognizing the diverse interests of its stakeholders, the Company employs tailored communication channels based on stakeholder relevance and engagement preferences to ensure meaningful dialogue.

In line with ISO 26000 (Social Responsibility) guidelines, the Company utilizes a custom-developed checklist and appropriate media to capture, document, and respond to stakeholder concerns and feedback. This enables the Company to engage stakeholders effectively on material sustainability issues.

The Stakeholders Relationship Committee plays a pivotal role in this process by facilitating ongoing engagement, addressing grievances, and periodically reviewing and strengthening stakeholder interaction mechanisms. This Committee serves as a formal channel to escalate stakeholder insights and feedback to the Board, ensuring that key economic, environmental, and social matters are considered in strategic decision-making and governance processes.

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 committed to fostering a work environment that is free from harassment, discrimination, and any form of unfair treatment, while promoting a healthy, safe, and inclusive workplace. The Company has established robust policies, systems, and grievance redressal mechanisms to uphold human rights and ensure the dignity, well-being, and empowerment of its workforce and other stakeholders.

Regular training and awareness programmes are conducted to strengthen understanding of human rights principles, workplace dignity, equal opportunity, diversity, inclusion, and respectful behaviour. Through these initiatives, the Company reinforces its commitment to treating every employee, worker, and stakeholder with fairness, respect, and integrity.

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 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1011	1011	100%	930	254	27.31%
Other than permanent	3	3	100%	0	0	0
Total	1014	1014	100%	930	254	27.31%
Workers						
Permanent	1490	1490	100%	1676	96	5.73%
Other than permanent	427	427	100%	381	0	0.0%
Total	1917	1917	100%	2057	96	4.67%

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	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	942	1	0.1%	941	99.9%	881	NA	NA	881	100%
Female	69	-	-	69	100%	49	NA	NA	49	100%
Other than Permanent										
Male	2	-	-	2	100%	0	NA	NA	NA	NA
Female	1	-	-	1	100%	0	NA	NA	NA	NA
Workers										
Permanent										
Male	1490	-	-	1490	100%	1676	NA	NA	1676	100%
Female	-	-	-	-	-	0	NA	NA	0	NA
Other than Permanent										
Male	415	123	29.64%	292	70.36%	372	284	76.34%	87	23.39%
Female	12	12	100%	0	-	9	9	100%	0	0%

3. Details of remuneration/salary/wages,**a. Median remuneration/wages:- Anupam Rasayan India Limited**

Category	Male*		Female**	
	Number	Median remuneration/salary/wages of respective category (INR in Lacs)	Number	Median remuneration/salary/wages of respective category (INR in Lacs)
Board of Directors (BoD)	5	19.5	2	259
Key Managerial Personnel	10	71.37673	0	Nil
Employees other than BoD and KMP	618	6.06035	44	4.81653
Workers	1446	2.66058	0	Nil

*Median of remuneration paid to Managing Director and one whole-time director during the year and sitting fees paid to four Independent Directors from the date of their appointment.

**Average of the remuneration paid to one whole-time director during the year and sitting fees paid to one independent director from the date of her appointment.

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

Topic	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	2.27%	2.37%

*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, the Company is committed to upholding fundamental human rights for all employees and workers, including those engaged through third-party arrangements. The Human Resources (HR) Department serves as the designated focal point for addressing any human rights impacts or issues caused by, or contributed to through, the Company's operations. The department is responsible for receiving concerns, facilitating timely resolution, monitoring compliance, and promoting adherence to applicable human rights standards and internal policies.

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 grievances related to human rights issues in a fair, confidential, and timely manner. Employees and workers may initially raise concerns with the Human Resources Department, which serves as the first point of contact for resolving workplace and human rights-related matters.

If a concern remains unresolved, it may be escalated to senior management, including the Managing Director's office, under the Company's open-door policy. In addition, the Company's Whistle Blower/Vigil Mechanism Policy provides a secure channel for reporting concerns confidentially, with safeguards against retaliation or victimization.

These mechanisms reflect the Company's commitment to protecting human rights and ensuring accessible, transparent, and effective grievance redressal processes.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (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 2025-26 (Current Financial Year)	FY 2024-25 (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 has established mechanisms to prevent any adverse consequences to complainants in cases related to discrimination, harassment, or other human rights concerns. Under the Company's Whistle-blower/Vigil Mechanism Policy, robust safeguards are in place to ensure confidentiality throughout the reporting and investigation process and to prohibit any form of retaliation, victimisation, intimidation, or unfair treatment against complainants.

The identity of the complainant is protected to the maximum extent possible, subject to applicable legal requirements and the need for a fair investigation. Appropriate action is taken against any retaliatory behaviour, thereby fostering a safe, respectful, and supportive environment for raising concerns without fear.

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

Yes, the Company has incorporated human rights requirements into its business agreements and contracts, wherever applicable. The Company has established a comprehensive Supplier Code of Conduct that addresses key human rights principles and expectations, including ethical business practices, fair labour standards, non-discrimination, safe working conditions, and compliance with applicable laws. These requirements apply to relevant suppliers, contractors, and other business partners associated with the Company.

10. Assessments for the year:

Topic	% 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 periodic Human Rights Due Diligence as part of its governance and risk management framework to identify, assess, prevent, and mitigate actual or potential human rights impacts arising from its business activities and business

relationships. The due diligence process includes review of workplace practices, labour standards, non-discrimination, harassment prevention, health and safety, grievance mechanisms, and compliance with applicable legal and regulatory requirements.

Such assessments are carried out internally on a quarterly basis and cover all major operations of Anupam Rasayan India Limited, including applicable employees, workers, and relevant third-party engagements. This comprehensive approach reflects the Company's commitment to respecting and promoting human rights across its operations.

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	The Company is currently enhancing its assessment of specific suppliers or subcontractors 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.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

Not Applicable

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



At Anupam Rasayan India Limited, we are committed to promoting sustainable growth and enhancing societal well-being over the long term. We believe in a responsible and integrated approach to managing natural resources that aligns with our business objectives and sustainability priorities.

The Company remains mindful of its impact on the triple bottom line – people, planet, and profit. Accordingly, we have implemented policies, programmes, and initiatives aimed at minimizing our environmental footprint, improving resource efficiency, reducing emissions, conserving water, and managing waste responsibly.

We also recognize our responsibility to foster environmental awareness through our operations and community engagement initiatives. Through continuous improvement and innovation, the Company remains committed to making its operations more sustainable, resilient, and environmentally responsible.

Essential Indicators

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) (in GJ)	139622	100319
Total fuel consumption (B) (in GJ)	0	0
Energy consumption through other sources (c) (in GJ)	16995	0
Total energy consumption (A+B+C) (in GJ)	156617	100319
From non-renewable sources		
Total electricity consumption (D)	255113	249011
Total fuel consumption (E)	814966	910853
Energy consumption through other sources (F)	36756	55900
Total energy consumed from nonrenewable Sources (D+E+F)	1106835	1215764
Total energy consumed (A+B+C+D+E+F)	12,63,452	1316083
Energy intensity per rupee of turnover (Total energy consumption/Revenue from operations) (in GJ per INR)	0.0000534	0.0000916
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.0010906867	0.001892197
Energy intensity in terms of physical output *	0.014727171	0.090526749
Energy intensity (optional) – the relevant metric may be selected by the entity	–	–

*This value is on consolidated 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.

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	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	19256	NIL
(ii) Groundwater	3590	NIL
(iii) Third party water	520792	517048
(iv) Seawater/desalinated water	-	NIL
(v) Others (Rainwater storage)	-	NIL
Re-used (Steam Condensate)#	86500	89,636
Recycle (Waste water)#	25232	34090
Total volume of water withdrawal (in kiloliters) (I + ii + iii + iv + v)	543638	5,17,048
Total volume of water consumption (in kiloliters)	476123	459528
Water intensity per rupee of turnover (Water consumed/Revenue from operations) (KL per INR)	0.00002013	0.03198
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) (KL per USD)	0.00041102	0.0006607
Water intensity in terms of physical Output*	0.0055498	0.02472
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*This value is on consolidated basis.

#This reused and recycled water is utilized in our processes, cooling towers, boilers, and domestic applications; however, it is not currently accounted for in our water footprint consumption.

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	m3	-	-
- No treatment	m3	-	-
- With treatment	m3	-	-
(ii) Into Groundwater	m3	-	-
- No treatment	m3	-	-
- With treatment	m3	-	-
(iii) Into Seawater	m3	-	-
- No treatment	m3	-	-
- With treatment	m3	-	-
(iv) Sent to third-parties	KL	67515	57520
- No treatment	m3	-	-
- With treatment – We have primary, secondary (MEE & ATFD) and tertiary treatment facility available for effluent treatment after stream segregation at source.	KL	67515	57520

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
(v) Others	m3	-	-
- No treatment	m3	-	-
- With treatment	m3	-	-
Total water discharged (in kilolitres)	KL	67515	57520

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, the Company has implemented a robust Zero Liquid Discharge (ZLD) mechanism across its applicable manufacturing facilities, supported by comprehensive wastewater treatment infrastructure. The system includes primary, secondary, and tertiary treatment processes to ensure effective treatment and reuse/recovery of wastewater.

Source-wise stream segregation is practiced to enable customised treatment based on effluent characteristics. Secondary treatment includes Multi-Effect Evaporation (MEE), while tertiary treatment is supported through Agitated Thin Film Dryer (ATFD) and soil biotechnology processes. In addition, the Company is a founding member of the Common Effluent Treatment Plant (CETP) in its industrial area, further strengthening its wastewater management framework.

All treated wastewater is managed in accordance with applicable regulatory requirements, reflecting the Company's strong commitment to sustainable water stewardship and responsible environmental management.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	Tonne/Year	56	66
SOx	Tonne/Year	44	70
Particulate matter (PM)	Tonne/Year	30	65
Persistent organic pollutants (POP)	NA	-	-
Volatile organic compounds (VOC)	NA	-	-
Hazardous air pollutants (HAP)	NA	-	-
Others – please specify	NA	-	-

*This value is on consolidated 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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	MtCO ₂ e	104576	84581
Total Scope 2 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	MtCO ₂ e	24010	32046
Total Scope 1 and Scope 2 Emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	MtCO ₂ e/₹	0.000005436	0.0000081161
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	MT/USD	0.000111003	0.00016768
Total Scope 1 and Scope 2 emission intensity in terms of physical output*	Mt/kg	0.001498837	0.00809
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		–	–

*This value is on consolidated 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.

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

Yes, the Company has undertaken multiple projects and initiatives aimed at reducing Greenhouse Gas (GHG) emissions as part of its environmental sustainability strategy. Key initiatives include:

- The Company has set a target to achieve Net Zero Scope 2 emissions by 2027 through increased adoption of renewable energy. It has installed 12.5 MW and 5.4 MW solar power plants along with a 9.6 MW wind-solar hybrid power plant (4 MW solar and 5.6 MW wind), which together meet approximately 60% of the Company's total power demand, significantly reducing Scope 2 GHG emissions. During the current financial year, the Company plans to further expand its renewable energy infrastructure, with the objective of meeting approximately 90% of its total power demand through renewable energy sources.
- Regular energy audits are conducted to improve energy efficiency, identify conservation opportunities, and optimize operational performance. The Company is also exploring biomass-based solutions and other low-carbon alternatives to further reduce emissions.
- Waste minimisation and circularity initiatives are also contributing indirectly to lower emissions. During the reporting period, the Company diverted a significant portion of waste from landfill through recycling, reuse, and co-processing practices.

The Company remains committed to continuously evaluating and implementing projects that support decarbonization and a more sustainable future. Further details are available in the Company's Sustainability Report for FY 2025-26.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	85	139
E-waste (B)	2	Nil
Bio-medical waste (C)	0.01	0.01
Construction and demolition waste (D)	909	63
Battery waste (E)	15	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	28924	27394
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	2662	2893
Total (A+B + C + D + E + F + G+ H)	32597	30489
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.000001378	0.000002122
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.000028139	0.00004383
Waste intensity in terms of physical output	0.000379956	0.002299453
Waste intensity (optional) – the relevant metric may be selected by the entity		
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	715	809
(iii) Co-processing	6498	3,439
(iv) Recycled	24791	22,057
Total	32005	26305
For each category of waste generated, total waste disposed by nature of disposal method		
(i) Incineration	217	0
(ii) Landfilling	1808	3,312
(iii) Other disposal operations	Nil	Nil
Total	2026	3,312

*This value is on consolidated 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.

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.

The Company has adopted comprehensive waste management practices across its establishments with a strong focus on resource efficiency, regulatory compliance, and environmental stewardship. Waste is managed through segregation at source, safe handling, storage, transportation, treatment, recycling, reuse, co-processing, and authorised disposal, as applicable.

Key practices adopted by the Company include:

- Implementation of the principles of Reduce, Reuse, and Recycle (3R) to minimise waste generation and maximise resource recovery.
- Adoption of cleaner and environmentally friendly process technologies, including hydrogenation-based processes, which help reduce generation of hazardous waste compared to conventional manufacturing methods.
- Effluent recycling and on-site reuse as part of the Company's Zero Liquid Discharge (ZLD) approach.
- Diversion of a significant portion of waste from landfill through recycling, reuse, and co-processing initiatives.
- Recovery and utilisation of waste heat to improve energy efficiency and reduce overall environmental footprint.
- Safe handling and management of hazardous and toxic chemicals through advanced technologies, engineered controls, proper containment systems, and compliance-driven procedures.
- Regular employee training and awareness programmes on chemical handling, waste segregation, emergency response, and safe disposal practices.
- Through these initiatives, the Company continues to strengthen sustainable waste management and reduce the environmental impact of its products and processes.

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 2024-25, 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

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, Amended 2023,
- 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:

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)			
(i) Surface water	m3	Nil	Nil
(ii) Groundwater	m3	Nil	Nil
(iii) Third party water	m3	Nil	Nil
(iv) Seawater/desalinated water	m3	Nil	Nil
(v) Others	m3	Nil	Nil
Total volume of water withdrawal (in kilolitres)	m3	Nil	Nil
Total volume of water consumption (in kilolitres)	m3	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			
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	m3	Nil	Nil
- No treatment	m3	Nil	Nil
- With treatment – please specify level of treatment	m3	Nil	Nil

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
(ii) Into Groundwater	m3	Nil	Nil
- No treatment	m3	Nil	Nil
- With treatment – please specify level of treatment	m3	Nil	Nil
(iii) Into Seawater	m3	Nil	Nil
- No treatment	m3	Nil	Nil
- With treatment – please specify level of treatment	m3	Nil	Nil
(iv) Sent to third-parties	m3	Nil	Nil
- No treatment	m3	Nil	Nil
- With treatment – please specify level of treatment	m3	Nil	Nil
(v) Others	m3	Nil	Nil
- No treatment	m3	Nil	Nil
- With treatment – please specify level of treatment	m3	Nil	Nil
Total water discharged (in kilolitres)	m3	Nil	Nil

Note: 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 2025-26 (Current Financial Year)	FY 2024-25 (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	294487	236144
Total Scope 3 emissions per rupee of turnover	TCO ₂ e/INR	0.000012450	0.0000163
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 + 9.6 Mw Wind Solar Hybrid Power Plant	We have installed solar power plants with a combined capacity of 12.5 MW and 5.4 MW, and have recently commissioned a 9.6 MW Wind-Solar Hybrid Power Plant in Gujarat. These strategic investments underscore our commitment to enhancing the share of renewable energy in our overall energy mix and advancing our sustainability objectives.	There has been a substantial 48.77% 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 2027	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 94.45% 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 effluent undergoes a three-tier treatment process—primary, secondary, and tertiary—that exceeds statutory discharge norms, ensuring high environmental compliance.
5.	Energy efficiency initiatives	The Company continued to strengthen energy efficiency through the deployment and optimization of VFDs, high-efficiency IE3 motors and energy-efficient pumps, along with voltage optimization, cooling system optimization, and compressed air system integration to minimize energy consumption and improve operational efficiency.	As a result of these initiatives, energy consumption was reduced by 14,82,592 kWh.

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



At Anupam Rasayan India Limited, we are committed to engaging with public institutions, regulatory bodies, trade chambers, and industry associations in a responsible, ethical, and transparent manner. The Company prioritises timely, accurate, and adequate disclosure of relevant information to regulatory authorities and other stakeholders in compliance with applicable laws and regulations.

Interactions with public and regulatory bodies are guided by the principles of integrity, accountability, and transparency. Authorised and suitably qualified representatives engage with industry forums, trade associations, to communicate the Company's views, industry concerns, and policy recommendations in a constructive manner.

Through active and responsible participation, the Company seeks to contribute to informed policy development, promote sustainable industrial growth, and support the creation of a fair, transparent, and conducive business environment.

Essential Indicators

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

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

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

Sr. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Indo-German chamber of commerce	International
2	Indo-American chamber of commerce	International
3	Confederation of Indian Industry	National
4	Indian Chemical Council	National
5	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (Chemexcil)	National
6	Pesticides Manufacturers & Formulators Association of India (PM FAI)	National
7	South Gujarat chamber of commerce	State
8	EBG Federation, India	National
9	Madras Management Association (MMA)	National
10	Chemical Industries Association (CIA)	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 2024-25, as our conduct cultivate a workplace environment that values integrity, fairness, and ethical decision-making, contributing to employee satisfaction, organizational reputation, and long-term success.

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

Leadership Indicators

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

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

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



At Anupam Rasayan India Limited, we are committed to promoting inclusive growth and equitable development through responsible business practices and meaningful community engagement. Our approach focuses on creating long-term social value while ensuring that the benefits of growth are shared across communities and stakeholders.

The Company has established a structured framework for community engagement and Corporate Social Responsibility (CSR), integrating social responsibility priorities with its business objectives. Guided by the values of compassion, care, and inclusivity, we undertake initiatives aimed at improving quality of life, supporting education and healthcare, promoting environmental conservation, strengthening livelihoods, and advancing socio-economic development.

Through these efforts, the Company remains dedicated to building resilient communities and contributing to a more inclusive and sustainable society.

Essential Indicators

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

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

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

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

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

We have established a comprehensive grievance redressal mechanism accessible to all stakeholders. This inclusive process allows grievances to be submitted in written or verbal form, in local languages, through various channels including email (grievances@anupamrasayan.com), postal mail, and local community relations staff. Anonymous grievances and those submitted on behalf of others are also welcomed, extending to our local suppliers.

Upon receipt of a grievance, we promptly acknowledge it and assess its severity before assigning it to a designated person from the HR or Legal department. This individual oversees the process to ensure effective resolution. Grievances identified as serious are escalated to senior management for further investigation. The designated grievance manager collaborates with relevant departments to thoroughly investigate the grievance and propose a resolution. Additional information may be requested from the complainant as needed for a comprehensive review.

Our approach emphasizes dialogue to resolve grievances collaboratively with the complainant. Solutions are tailored on a case-by-case basis, and if the proposed resolution is not accepted, the complainant may appeal. Appeals are reviewed by alternate investigators to ensure impartial evaluation.

Our priority is swift resolution of grievances, and once the proposed solution is accepted by the complainant, the grievance is considered resolved.

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

	FY 2025-2026 Current FY	FY 2024-2025 Previous FY
Directly sourced from MSMEs/Small producers	13.29%	1.48%
Sourced directly from within the district and neighboring districts	77.09%	72.37%
Sourced from outside India (Import)	17.80%	14.25%

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 2025-2026 Current FY	FY 2024-2025 Previous FY
Rural	18%	2.06%
Semi-urban	42%	13.78%
Urban	37%	0.39%
Metropolitan	3%	0

(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 INR
NA	NA	NA	NA

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

No

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

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

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

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

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

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 benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Construction of Multi-speciality Hospital at Althan, Surat with the Implementing Agency – Surat Manav Seva Sangh "Chhanyado"	NA	NA
2	Asaadharan Nagar Prathamik Shikshan Samiti School Transformation with the Implementing Agency – Asaadharan Foundation	350 students	100%
3	Construction of 500 water storage pits for rainwater harvesting in Surat district of Gujarat under the Water Harvesting Public Participation Campaign by the Ministry of Jal Shakti, Government of India	NA	NA
4	Procurement of medical equipments for Shree Mahavir Cancer Hospital located at Udhana – Magdalla Road, Surat with the Implementing Agency – Shree Mahavir Health & Medical Relief Society	1054 patients	50%
5	Strengthening the Satellite Health Centre at Dediapada taluka, district Narmada, Gujarat with the Implementing Agency SEWA Rural	16228 patients	95%
6	Support for Nucleic Acid Testing (NAT) facility of Blood at Surat Raktadan Kendra & Research Centre with the Implementing Agency Surat Raktadan Kendra & Research Centre	9192 donors	39.63%
7	SVNM Drashti Mitra with the Implementing Agency Swami Vivekanand Netra Mandir Trust	14 students	100%
8	Setting up a well-equipped dialysis unit of New Sheth P T Multi-Specialty (Surat General) Hospital located at Adajan, Surat with the Implementing Agency the Surat Charity Fund	NA	NA
9	Ekal Vidyalaya with the Implementing Agency Friends of Tribals Society	2500 students	100%
10	Bird Rescue, Rehabilitation and Animal Welfare with the Implementing Agency Prayas Team Environment Charitable Trust	4534 Animals, Birds and Reptiles	NA
11	Development of Kala Bhavan of Jeevan Bharti Mandal, Surat to promote the art and culture with the Implementing Agency Jeevan Bharti Mandal	NA	NA

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

At Anupam Rasayan India Limited, we are committed to engaging with our customers and consumers in a responsible, ethical, and value-driven manner. We strive to build long-term relationships based on trust, transparency, product quality, and responsive service.

The Company interacts with customers through multiple communication channels and has established clear mechanisms for receiving, recording, and addressing feedback, queries, and complaints in a timely manner. Customers have access to appropriate engagement platforms, product-related information, and support services to ensure a seamless experience.

We continuously improve our business processes, product quality standards, and service delivery to meet evolving customer expectations. By understanding customer needs, creating value, and maintaining ethical business practices, the Company seeks to consistently deliver high levels of satisfaction and trust.

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 2025-26 (Current Financial Year)			FY 2024-25 (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 no.: **3155284124**

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by **Anupam Rasayan India Limited** having its corporate office at **10th Floor, Icon Rio, Behind Icon Business Centre, Dumas Road, Surat - 395007, Gujarat, India** (hereinafter "Company") for the period from **01 April 2025 to 31 March 2026**.

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 independent assurance about whether the Sustainability information is prepared in reference to BRSR standard/framework (hereinafter referred as "Reporting Criteria").

Reporting standard/framework

The disclosures have been prepared by the **Company**, in reference to:

BRSR Core – framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period Financial Year (FY) 2025-26 as listed below

Reasonable level of assurance over the 'nine BRSR Core attributes'

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 BRSR 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 BRSR report in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for measurement, calculation, 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 BRSR 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 on ISAE 3000 assurance engagement standard and ISO 17029.

Level of Assurance

Reasonable level of assurance over the 'nine BRSR Core attributes' (Ref: Annexure I of SEBI circular)

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.

- Inquiries of personnel who are responsible for the stakeholder engagement and materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls



- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures and control mechanisms through a sample survey of selected multiple sites as mentioned below:

Sl. No.	Company Name	Site Address
Onsite review		
1	Anupam Rasayan India Limited	Head Office – Pl. No. 30, BH Icon Business Center, Nr. Sai Baba Mandir, Rundh-Magdalla, South-West Surat
2		Unit 1A – Plot No. 8109, 8110 & 8111 G.I.D.C. Sachin, Dist. Surat
3		Unit 1B – Plot No. 8104 & 8106, Road No. 2, GIDC, Sachin, Surat
4		Unit 2 – Plot No. 701, 2491-1, 2491-2, GIDC, Sachin, Surat
5		Unit 4 – Plot No. 2423, 2425, GIDC, Sachin, Surat
6		Unit 3 – Plot No. 905/1, GIDC Zaghadia, Ta. Zaghadia-393110, Dist. Bharuch, Gujarat
7		Unit 4 – Plot No. 907/3 & 907/4, GIDC Zaghadia, Ta. Zaghadia
Offsite review		
8	Anupam Rasayan India Limited	Warehouse (268-1) – Plot No. 268/1 GIDC, Sachin, Surat
9		Leased Space– 1. Plot No. 249/2, GIDC, Sachin 2. 263 to 266 GIDC, Road No. 2, GIDC, Sachin 3. Leased Space (830/12) – Plot No. 830/12, GIDC Zaghadia, Ta. Zaghadia 4. Leased Space (830/21) – Plot No. 830/21, GIDC Zaghadia, Ta. Zaghadia
10		ARIL Transmodal Logistic Private Limited - 11 th floor Icon Rio B/H Icon Business Center, Vesu, Surat.
11		Mumbai Office – 1206, Plot No. C-70, G Block, Bandra Kurla Complex, Bandra East, Mumbai - 400051
12		Japan Office – Level 28, Shinagawa Intercity Tower A, 2-15-1 Kounan, Minato-ku, Tokyo, Japan 108-6028
13		Tangent – Plot No. 827, GIDC Zaghadia, Ta. Zaghadia-393110, Dist. Bharuch, Gujarat
14		Tanlac – Plot 14, SIPCOT Industrial Complex Kudikadu, Cuddalore - 607005, India
15		Jayhawk Fine Chemicals Corporation - 8545 Jayhawk Dr New Grdhse, Galena IL 60130

Conclusion

Reasonable level of assurance over the 'nine BRSR Core attributes'

On the basis of the assessment procedures carried out & evidence we have collected during 10.08.2026 to 02.09.2026, in our opinion, the identified sustainability indicators of nine BRSR Core Attributes (listed in Annexure I of this statement) of BRSR for FY 2025-26 are prepared in all material respects in accordance with the reporting requirements outlined in BRSR Core.

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 BRSR reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.



- 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 like Assurance report 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.

Kolkata, 5 September 2026

Prosenjit Mitra
General Manager- Verification, Validation and Audit
Management System Assurance

Brotoji Das
Verification Team Leader, TÜV SÜD
Management System Assurance



Annexure I

S.No	Attribute	Parameter	Cross reference to BRSR (P- Principles/ E- Essential Indicator)
1.	Green-house gas (GHG) foot-print Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) Total Scope 2 emissions (Break-up of the GHG [CO ₂ e] into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) GHG Emission Intensity (Scope 1 +2)	P6-E7
2.	Water footprint	Total water consumption Water consumption intensity Water Discharge by destination and levels of treatment	P6-E3 P6-E4
3.	Energy footprint	Total energy consumed % of energy consumed from renewable sources Energy intensity	P6-E1
4.	Embracing circularity - details related to waste management by the entity	Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction and demolition waste (D) Battery waste (E) Radioactive waste (F) Other Hazardous waste. Please specify, if any. (G) Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Total waste generated [(A+B + C + D + E + F + G + H)] Waste intensity Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations For each category of waste generated, total waste disposed by nature of disposal method	P6-E9
5.	Enhancing Employee Wellbeing and Safety	Spending on measures towards well being of employees and workers – cost incurred as a % of total revenue of the company Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	P3-E1 P3-E11
6.	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	P5-E3 P3-E7



		Complaints on POSH	
7.	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost	P8-E4 P8-E5
8.	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable	P9-E7 P1-E8
9.	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	P1-E9