



Astec LifeSciences Ltd.

**Date:** July 4, 2025

To,  
**BSE Limited**  
P. J. Towers, Dalal Street,  
Fort, Mumbai – 400001

**Ref.:** BSE Scrip Code No. "533138"

To,  
**National Stock Exchange of India Limited**  
Exchange Plaza, Bandra - Kurla Complex,  
Bandra (East), Mumbai - 400051

**Ref.:** "ASTEC"  
**Debt Segment NSE:**  
NCD-ASTEC-ISIN: INE563J08015

Dear Sir / Madam,

**Sub.: Business Responsibility & Sustainability Report for the Financial Year 2024-25**

Please find enclosed herewith, the Business Responsibility & Sustainability Report for the Financial Year 2024-25 ("BRSR 2024-25") of **Astec LifeSciences Limited** ("the Company"). The BRSR 2024-25 is also available on the Company's website, viz., [www.godrejastec.com](http://www.godrejastec.com).

We request you to please take the above information on your records.

Thanking you,

Yours sincerely,

**For Astec LifeSciences Limited**

**Tejashree Pradhan**  
**Company Secretary & Compliance Officer**  
**(FCS 7167)**

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

## For the Financial Year ended 31<sup>st</sup> March, 2025

### SECTION A: GENERAL DISCLOSURES:

#### I. Details of the Listed Entity:

1	Corporate Identity Number (CIN) of the Listed Entity	L99999MH1994PLC076236
2	Name of the Listed Entity	<b>ASTEC LIFESCIENCES LIMITED</b>
3	Year of Incorporation	1994
4	Registered Office Address	“Godrej One”, 3 <sup>rd</sup> Floor, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai – 400 079, Maharashtra, India
5	Corporate Address	“Godrej One”, 3 <sup>rd</sup> Floor, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai – 400 079, Maharashtra, India
6	E-mail Address	<a href="mailto:astecinvestors@godrejastec.com">astecinvestors@godrejastec.com</a>
7	Telephone No.	022 – 2518 8010
8	Website	<a href="http://www.godrejastec.com">www.godrejastec.com</a>
9	Financial Year for which reporting is being done	From 1 <sup>st</sup> April, 2024 upto 31 <sup>st</sup> March, 2025
10	Name(s) of the Stock Exchange(s) where Shares are listed	1. National Stock Exchange of India Limited 2. BSE Limited
11	Paid-up Capital as on 31 <sup>st</sup> March, 2025	₹19,61,13,710/- (Comprising of 1,96,11,371 Equity Shares of Face Value of ₹10/- each)
12	Name and Contact Details (Telephone, E-mail Address) of the person who may be contacted in case of any queries on this Report	Name: Mr. Burjis Godrej Designation: Managing Director DIN: 08183082 Telephone No.: 022 – 2518 8010 E-mail ID: <a href="mailto:burjis.godrej@godrejagrovvet.com">burjis.godrej@godrejagrovvet.com</a>
13	Reporting Boundary - Are the disclosures under this Report made on a Standalone basis (i.e., only for the Entity) or on a Consolidated basis (i.e., for the Entity and all the entities which form a part of its Consolidated Financial Statements, taken together)	The disclosures under this Report are made on a Standalone basis, i.e., only for the Company.
14	Name of the Assurance Provider	SGS India Pvt. Ltd. (in respect of data covered under Principle 6)
15	Type of Assurance obtained	Limited Assurance (not mandatory for the Company) is in progress (in respect of data covered under Principle 6)

## II. Products / Services:

### 16. Details of Business Activities (accounting for 90% of the Turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Agrochemicals	Manufacturing and Marketing of Agrochemicals	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.	Fungicides and Insecticides	20211	69%
2.	Agrochemical Intermediates	20219	31%

## III. Operations:

### 18. Number of Locations where Plants and/or Operations / Offices of the Entity are situated:

Location	No. of Plants	No. of Offices	No. of Research & Development Centers	Total
National	4	1	2	7
International	0	0	0	0

### 19. Markets served by the Entity :

#### a) Number of Locations:

Locations	Number
National (No. of States)	14
International (No. of Countries)	18

#### b) Contribution of Exports as a Percentage of the Total Turnover of the Entity: 68.4%

#### c) A Brief on Types of Customers:

The Company is engaged in manufacturing of a wide range of fungicides, insecticides, herbicides and intermediates, for its various local as well as global customers. It has a broad export base of customers.

The Company has over two decades of experience in development and production of selected chemicals and has built enduring relationships with large and small companies across the globe. The Company possesses years of experience, technological excellence and wide range of customized solutions to consistently delight its customers.

The Company has established analytical labs which are equipped with sophisticated equipment for carrying out all the necessary analysis to ensure the highest standards and to support its product development. The Company endeavours to comply with all the agreed specifications and standards for all its different applications. The Company also collaborates with global customers to develop newer technologies for the introduction and supply of new products in a short span of time. Effective utilization of the Company's Research & Development (R&D) facilities with world class infrastructure will boost the Company's efforts towards adding new customers in the Contract Manufacturing and Development Operations (CDMO) segment.

The Company has a consistent track record of high level of customer satisfaction and has established a reputation of reliability and quality, which is backed by a very personal and committed service.

IV. **Employees:**20. **Details as at the End of the Financial Year:**a) **Employees and Workers (including Differently Abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	385	329	85.45%	56	14.55%
2.	Other than Permanent (E)	20	11	55.00%	9	45.00%
<b>3.</b>	<b>Total Employees (D + E)</b>	<b>405</b>	<b>340</b>	<b>83.95%</b>	<b>65</b>	<b>16.05%</b>
<b>WORKERS</b>						
4.	Permanent (F)	170	170	100.00%	0	0.00%
5.	Other than Permanent (G)	539	505	93.69%	34	6.31%
<b>6.</b>	<b>Total Workers (F + G)</b>	<b>709</b>	<b>675</b>	<b>95.20%</b>	<b>34</b>	<b>4.80%</b>

b) **Differently Abled Employees & Workers:**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
<b>3.</b>	<b>Total Employees (D + E)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
<b>6.</b>	<b>Total Workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

21. **Participation / Inclusion / Representation of Women (as on 31<sup>st</sup> March, 2025):**

Particulars	Total (A)	No. & Percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Managerial Personnel	3	2	66.66%

22. **Turnover Rate for Permanent Employees and Workers (Trends for the past 3 years):**

Particulars	Financial Year 2024-25 (Turnover Rate in Current Financial Year)			Financial Year 2023-24 (Turnover Rate in Previous Financial Year)			Financial Year 2022-23 (Turnover Rate in the Year prior to Previous Financial Year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	82%	18%	25%	22%	38%	26%	22%	9%	21%
Permanent Workers	4%	0%	4%	1%	0%	1%	2%	0%	2%

**V. Holding, Subsidiary & Associate Companies (including Joint Ventures):**

**23. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures:**

Sr. No.	Names of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Whether Holding / Subsidiary / Associate / Joint Venture	% of Shares held by Listed Entity	Whether the Entity indicated at Column A, participates in the Business Responsibility Initiatives of the Listed Entity? (Yes / No)
1.	Godrej Industries Limited	Holding Company	N/A	No, the Holding Companies of the Company have their own business responsibility initiatives.
2.	Godrej Agrovet Limited	Holding Company	N/A	
3.	Behram Chemicals Private Limited	Subsidiary Company	65.63%	No, none of the Subsidiary Companies of the Company are mandatorily required to comply with the provisions of Section 135 of the Companies Act, 2013.
4.	Comercializadora Agricola Agroastrachem Cia Ltda (Bogota, Colombia)	Subsidiary Company	100.00%	

("N/A" denotes "Not Applicable", since the Company does not hold any Shares of its Holding Companies.)

**VI. Corporate Social Responsibility (CSR) Details:**

24. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: Yes  
(ii) Turnover: ₹ 3,81,30,35,392/-  
(iii) Net Worth: ₹ 2,34,07,38,710/-

**VII. Transparency & 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, web-link for Grievance Redressal Policy) (*)	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
		Number of Complaints filed during the Year	Number of Complaints pending resolution at close of the Year	Remarks	Number of Complaints filed during the Year	Number of Complaints pending resolution at close of the Year	Remarks
Communities	Not specific	0	0	-	0	0	-
Investors (other than Shareholders)	Not specific	0	0	-	0	0	-
Shareholders	Yes	0	0	-	2	0	Resolved
Employees and Workers	Yes	2	0	Resolved	1	0	Resolved
Customers	Yes	6	0	Resolved	15	0	Resolved
Value Chain Partners	Yes	0	0	-	0	0	-
Others	Not specific	0	0	-	0	0	-

(\*) The Policies of the Company, wherever applicable, are uploaded on the website of the Company at <https://www.godrejastec.com/investors/codes-and-policies>.

**26. Overview of the Entity's Material Responsible Business Conduct Issues:**

The following are the material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to the Company's business, rationale for identifying the same, the approach to adapt or mitigate the risk along-with its financial implications, as per the given format:

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R / O)	Rationale for identifying the Risk / Opportunity	In case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Positive or negative implications)
1.	Sustainable Supply Chain	Opportunity	<p>The Company believes in bolstering the supply chain in terms of ethical, environmental and social stewardship. It understands that a sustainable supply chain is crucial for business continuity since it is heavily dependent on raw materials for production. Thus, the Company considers them as not just its vendors or suppliers but its "Business Partners" (BPs).</p> <p>To achieve the Company's business goals and ensure ethical conduct, it is empirical that its business partners share its values and vision; and raise the sustainability standards in the Company's supply chain. The Company acknowledges that long-term sustainable development of its business partner is critical to joint success, and it values its relationship with them who share the same approach and vision towards doing business.</p>	<ul style="list-style-type: none"> <li>● <b>Responsible Procurement Policy &amp; Supplier Code of Conduct</b> - In line with the Company's commitment, it has developed a Responsible Procurement Policy, which is an extension of its values and is applicable to all its suppliers. The Company expects its business partners to operate in accordance with the principles outlined in this Policy and adhere to all applicable laws and regulations. This Policy outlines the Company's expectations with regard to ethics, business integrity, human rights, health and safety, environment, the local community and quality of product and operations.</li> <li>● <b>Supply Chain Framework</b> - The Company has meticulously woven ESG performance metrics in its screening criteria for new business partners and evaluation of existing ones. All business partners are required to sign the Responsible Procurement Policy and Supplier Code of Conduct at the time of award of contract / work to them, these are part of their contracts.</li> <li>● <b>Business Partners' Assessment &amp; Engagement</b> - The Company has developed a robust process of conducting due diligence of its potential business partners on the criteria of financial capabilities, ethics, environmental and safety performance, climate actions and labour and human rights. Identified critical suppliers, existing / new, are mandatorily to undertake sustainability self-assessment on environmental, occupational health &amp; safety, business ethics and human rights aspect. Based on self-assessment scoring criteria, business partners are further subjected for the on-site / off-site sustainability audit and engagement planning.</li> </ul>	Positive

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R / O)	Rationale for identifying the Risk / Opportunity	In case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Positive or negative implications)
2.	Waste Management	Risk and Opportunity	<p>The Company is a responsible agrochemical manufacturing company and as nature of industry, it deals with substances that are inherently hazardous. Hence, efficient waste management is the most material aspect for the Company. Firstly, it helps mitigate environmental pollution by properly disposing off hazardous chemicals and preventing them from contaminating soil, water and air. Additionally, efficient waste management reduces health risks of workers and nearby communities. Moreover, it promotes resource conservation and sustainability by recycling or repurposing materials, contributing to the cost savings and overall equipment effectiveness.</p>	<ul style="list-style-type: none"> <li>● <b>Product Life Cycle Approach</b> – The Company continuously strives to minimize waste throughout the life cycle of its products, aiming for waste reduction at the source. Approach encompasses several key stages that begin with the design phase and proceed through manufacture, distribution and primary use. Each phase in this lifecycle presents unique opportunities for policy intervention, allowing stakeholders to rethink the necessity of the product, redesign it to minimize its waste potential, and extend its useful life. Example - During the design phase, considerations can be made to ensure that products are created with fewer resources, are more durable and are easier to repair or recycle.</li> <li>● <b>Collaboration with Pre-processor / Co-processor</b> – The Company partners with pre-processor / co-processor / service provider to effectively divert waste that otherwise ended up going for landfill to resource and energy recovery process.</li> </ul>	Negative
3.	Occupational Health & Safety (OHS)	Risk and Opportunity	<p>Occupational Health and Safety (OHS) is vital for the Company as it protects employees from harm, reduces accidents and illnesses, and ultimately boosts productivity and efficiency. Prioritizing OHS can lower costs associated with injuries and absenteeism, improve employee morale and enhance the overall reputation and brand image.</p> <p>The Company is committed to provide a healthy and safe working environment, equipment technology and systems to its teams and associated stakeholders.</p>	<ul style="list-style-type: none"> <li>● <b>Safety &amp; Health Management System (SHMS)</b> – It is based on 25 (twenty-five) safety standards with various critical elements and sub-elements. The SHMS policy is designed to enhance the performance of the Company's individual units through target setting and continuous monitoring of key performance indicators as well as promoting a safety culture across the organization.</li> <li>● <b>Environment, Health &amp; Safety (EHS) Risk Management Framework</b> - This is reviewed on a regular basis along with mitigation plans for identified routine and non-routine activities. The Company has implemented various techniques such as Hazard Identification Risk Assessment (HIRA), Hazard and Operability Analysis (HAZOP), green and brown field project audit, plant inspection checklists, etc. and other consequence modelling studies.</li> </ul>	Negative

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R / O)	Rationale for identifying the Risk / Opportunity	In case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Positive or negative implications)
4.	Employee Engagement and Development	Opportunity	<p>People serve as the cornerstone of the Company and their engagement and development are crucial to the Company's success, contributing to higher productivity, reduced turnover, improved customer satisfaction, and increased profitability. Engaged and developed employees are more likely to be passionate, innovative and committed to the Company's goals, ultimately driving organizational growth.</p> <p>Employee engagement and well-being significantly influence these outcomes, highlighting the importance of valuing and investing in employees.</p>	<ul style="list-style-type: none"> <li>● I-safe (Digital Tool) for Reporting of Incident - Workers and employees across the Company's manufacturing locations have access to this application to report all kinds of work-related unsafe acts and unsafe conditions. A well-defined Safe Operating Procedure (SOP) is in place for defining nature and severity of the reported incident as well as necessary corrective actions and continuous status monitoring of incidents raised on the platform.</li> <li>● <b>Professional Education Policy</b> - The Company promotes a continuous Learning Culture by creating an ecosystem where learning is relevant to the employee's life cycle and serves both the organizational objectives as well as an individual's aspirations. The Company offers financial assistance to its employees through its professional education policy to encourage and facilitate continuous learning and knowledge enhancement of its employees. The objective of this policy is to ensure continuous capability-building of employees to achieve business objectives and assist employees to acquire specific professional qualifications that will enhance their effectiveness and enable them on the growth path to their specific career aspiration.</li> <li>● <b>Management Development Program</b> - Designed to develop the skills and knowledge of mid-level managers, this programme provides participants with a roadmap to become new-age leaders who are self-aware, financially savvy, analytical and excellent communicators.</li> </ul>	Positive
5.	Climate Change Mitigation and Adoption	Opportunity	<p>India is already experiencing a warming climate. Rising temperatures are leading to an increase in the frequency and severity of extreme weather events, which are expected to get worse with Green House Gases (GHG) emissions, which continue to grow unabated.</p>	<ul style="list-style-type: none"> <li>● <b>Company's SBTi Commitment</b> – The Company has committed to reduction in Scope 1 &amp; 2 Green House Gas (GHG) emissions by 37.5% and Scope 3 emissions by 16% by the Financial Year 2034-35, aligning to climate science of well below 2-degree scenario, with commitment of net zero in Scope – 1 &amp; 2 by the Financial Year 2034-35.</li> </ul>	Positive

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R / O)	Rationale for identifying the Risk / Opportunity	In case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Positive or negative implications)
			<p>Governments around the world are actively working towards transitioning their economies to a low-carbon state and India is no exception. India has significantly enhanced its Nationally Determined Contributions (NDC), which includes even more ambitious renewable energy targets and transitioning to Net Zero by 2070.</p> <p>For industry, this implies accelerating their decarbonization journey as well as building climate resilience through localized climate risk assessments and adaptation strategies.</p>	<ul style="list-style-type: none"> <li>● <b>Transition towards renewable energy portfolio</b> - Targeting 80% of the total energy consumption through renewable sources by procurement of green power, solar captive projects and phased manner coal elimination.</li> </ul>	Positive
6.	Water and Effluent Management	Risk	<p>Rising population, urbanization and economic growth coupled with climate change significantly affects the availability, quality, and access to water in the world. In India, added dimensions of reliance on an increasingly unpredictable monsoon, diminishing groundwater resources and changes in land use patterns further accentuate the water crisis.</p> <p>As the Company is a part of the agrochemical industry, water is used as a medium in chemical processing, resulting in significant effluent generation. Water is utilized for numerous purposes, such as heating and cooling, producing steam, preparing solvents and reaction media, extractive or absorptive reagents, product rinsing, distillation and washing in chemical processing operations.</p>	<ul style="list-style-type: none"> <li>● <b>Water Risk Assessment</b> – The Company has conducted detailed water risk assessments for its business. It uses WRI Aqueduct, WWF water risk tool and CGWA report for assessment and scenario development. The Company has considered various parameters for the assessment, which include water stress, water depletion, interannual variability, seasonal variability, groundwater depletion, riverine flood and coastal flood. Based on business significance, the Company has identified and prioritized plants and developed detailed action plan for implementation.</li> <li>● <b>Company's sustainability Strategy of "Good &amp; Green"</b> – The Company undertakes several initiatives to reduce our specific water consumption, reduce dependency on freshwater withdrawal, increase recycle and reuse of water within operations and construction of rainwater harvesting or recharge zone within its operational facilities.</li> <li>● <b>Effluent Treatment and Recycling</b> – The Company has installed state-of-the-art zero liquid treatment facility for one of its major units and R&amp;D facility to treat high COD &amp; TDS stream in effective manner and is recycled back into the operation, thus reducing the dependency on the fresh water withdrawal.</li> </ul>	Negative

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES:**

This Section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines for Responsible Business Conduct (NGRBC) Principles (P1 to P9) and Core Elements.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes:</b>										
1.	a)	Whether the Entity's Policy / Policies cover each Principle and core elements of the NGRBCs [Yes (Y) / No (N)]	Y	Y	Y	Y	Y	Y	Y	Y
	b)	Has the Policy been approved by the Board of Directors? [Yes (Y) / No (N)]	The Company has obtained approval of the Board of Directors for the Policies, wherever necessary.							
	c)	Web Link of the Policies, if available	The Policies formulated and adopted by the Company are available on the website of the Company at the weblink <a href="https://www.godrejastec.com/investors/codes-and-policies">https://www.godrejastec.com/investors/codes-and-policies</a> .							
2.		Whether the Entity has translated the Policy into procedures (Yes / No)	The Company constantly strives to implement and translate all the Policies into procedures and practices in true letter and spirit.							
3.		Do the enlisted Policies extend to your Value Chain Partners? (Yes / No)	The Company encourages its value chain partners to uphold the standards of ethics, fairness and transparency in all their dealings with the Company.							
4.		Name(s) of the National and International Codes / Certifications / Labels / Standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) Standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by the Entity and mapped to each Principle	The Company's units are ISO 9001, 14001 and 45001 certified. The Company, as a signatory to 'Responsible Care' and user of 'Responsible Care' logo, is committed to improve its performance in the fields of environmental protection, occupational safety and health protection, plant safety, product stewardship and logistics, as well as to continuously improve dialogue with its neighbours and the public, independent of legal requirements.							
5.		Specific Commitments, Goals and Targets set by the Entity with defined timelines, if any	Yes, the Company makes specific commitments and defines goals and targets.							
6.		Performance of the Entity against the specific Commitments, Goals and Targets, along with Reasons in case the same are not met	The Company monitors and periodically reviews its performance with respect to sustainability goals and targets and the action plans drawn for achieving the same.							
<b>Governance, Leadership &amp; Oversight:</b>										
7.		Statement by Director responsible for the BRSR, highlighting ESG related Challenges, Targets and Achievements:	<p>The Company, as a responsible corporate citizen, stays committed to ensure that its economic growth is socially and environmentally sustainable at all times.</p> <p>Despite the year's significant volatilities and unexpected challenges, the Company maintained an unwavering commitment to the highest standards of Environment, Health and Safety (EHS). As a result, the Company has been re-certified as a 'Responsible Care' company by Indian Chemical Council. Aligning with the Godrej Industries Group's 'Good and Green' philosophy, the Company made meaningful strides towards achieving its long-term sustainability objectives and during the year, committed itself to increase the use of renewable energy.</p> <p>Through its Corporate Social Responsibility (CSR) initiatives, the Company implemented projects focused on agriculture and rural livelihoods, women empowerment, education, entitlements, and community development. These CSR programs positively impacted the livelihoods of over 1,000 households and benefited several students.</p>							
8.		Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies)	<p>The implementation and oversight of the Company's Policy towards business responsibility is regularly carried out by:</p> <ol style="list-style-type: none"> <li>Managing Director / Whole-Time Director / Chief Operating Officer</li> <li>Corporate Social Responsibility (CSR) Committee</li> <li>Board of Directors</li> </ol>							

9. Does the Entity have a specified Committee of the Board / Directors responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

The Company has a Corporate Social Responsibility (CSR) Policy which approves and oversees CSR projects in line with the Company's strategy to bring about a positive impact on the communities through various CSR programmes. Further, the Managing Director / Whole-Time Director and the Chief Operating Officer also regularly look into and monitors the CSR projects implemented by the Company.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Whether Review was undertaken by Director / Committee of the Board / any other Committee									Frequency (Annual / Half-Yearly / Quarterly / Any other)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above Policies and follow-up action	The performance is regularly reviewed by: 1. Managing Director / Whole-Time Director / Chief Operating Officer 2. Corporate Social Responsibility (CSR) Committee 3. Board of Directors									The frequency of review is as follows: 1. Managing Director / Whole-Time Director / Chief Operating Officer – Ongoing 2. Corporate Social Responsibility (CSR) Committee – Usually twice in a year 3. Board of Directors – Quarterly, usually at every Board Meeting								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The compliance with the statutory requirements is monitored on a regular basis by: 1. Management 2. Audit Committee 3. Board of Directors									The frequency of review of compliance with the statutory requirements is as under: 1. Management – Ongoing 2. Audit Committee – Quarterly, at every Audit Committee Meeting 3. Board of Directors – Quarterly, at every Board Meeting								

11. Has the Entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
The working of all the Policies is internally monitored. Audit / evaluation by external agencies is carried out wherever necessary.								

12. If answer to Question (1) of Section B above is "No", i.e., not all Principles are covered by a Policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Entity does not consider the Principles material to its business. (Yes / No)									
The Entity is not at a stage where it is in a position to formulate and implement the Policies on specified Principles. (Yes / No)									
The Entity does not have the financial, human and technical resources available for the task. (Yes / No)									
It is planned to be done in the next Financial Year. (Yes / No)									
Any Other Reason (please specify)									

## 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

## ESSENTIAL INDICATORS

## 1. Percentage Coverage by Health Safety Measures and Skills Upgradation Programmes on any of the Principles during the Financial Year:

Segment	Total Number of Training and Awareness Programmes held	Topics / Principles covered under the Training and its Impact	% age of Persons in respective Segment covered by the Awareness Programmes
Board of Directors (BoD)	4	1. Corporate Law / Governance Updates 2. Environment, Health & Safety Updates 3. Risk Management Updates 4. Corporate Social Responsibility (CSR) Updates	100%
Key Managerial Personnel (KMP)	4	1. Corporate Law / Governance Updates 2. Environment, Health & Safety Updates 3. Risk Management Updates 4. Corporate Social Responsibility (CSR) Updates	100%
Employees other than BoD and KMPs	2	1. Code of Conduct 2. Prevention of Sexual Harassment at the Workplace 3. Occupational Health & Safety	100%
Workers	0	1. Code of Conduct 2. Prevention of Sexual Harassment at the Workplace 3. Occupational Health & Safety	0%

## 2. Details of Fines / Penalties / Punishment / Award / Compounding Fees / Settlement Amount paid in proceedings [by the Entity or by Directors / Key Managerial Personnel (KMPs)] with Regulators / Law Enforcement Agencies / Judicial Institutions, in the Financial Year, in the following format:

(Note: The Entity shall make disclosures on the basis of Materiality as specified in Regulation 30 of Securities and Exchange Board of India (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the Entity's website)

Particulars	Monetary			Non-Monetary	
	Penalty / Fine	Settlement	Compounding Fee	Imprisonment	Punishment
NGRBC Principle					
Name of Regulatory / Enforcement Agencies / Judicial Institutions					
Amount (INR)					Not Applicable
Brief of Case					
Has an Appeal been preferred (Yes / No)					

## 3. Of the Instances pertaining to Fines / Penalties / Punishment / Award / Compounding Fees / Settlement Amount disclosed above, details of the Appeal / Revision preferred in Cases where Monetary or Non-Monetary Action has been appealed:

Case Details	
Name of the Regulatory / Enforcement Agencies / Judicial Institutions	Not Applicable

**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:**

The Company, as an organization rooted in and guided by the Godrej values, is committed to act as a responsible corporate citizen and recognizes the responsibility cast upon it, to uphold highest standards of integrity, ethics, fairness and transparency in all its business activities, operations and dealings. The Company strictly prohibits corruption or bribery of any kind in its dealings.

The Company has in place, a Code of Conduct which is applicable to all its employees as well as Directors and the same is available on the website of the Company ([www.godrejastec.com](http://www.godrejastec.com)) at the weblink <https://www.godrejastec.com/investors/codes-and-policies>.

Under the Code of Conduct, every employee or Director of the Company is duty-bound to comply with the following:

- To undertake due diligence specific to anti-bribery and corruption while evaluating mergers, acquisitions and joint ventures;
- To prohibit money laundering and report unaccounted cash or suspicious transactions;
- Not to use one's official position in the Company to influence anyone for personal gains or favours;
- Not to resort to any form of bribery to Government officials and their representatives and agents, whether directly or indirectly, nor accept bribe from anyone, for any reason whatsoever;
- Not to accept, directly or indirectly, hospitality, gifts or donations which are intended for the purpose of obtaining business or might appear to incur an obligation.

Thus, accepting or giving any kind of bribe is strictly prohibited under the Company's Code of Conduct and the Company is bound to demonstrate zero-tolerance towards any instances of violation.

The Company's employees are also made to familiarize the Company's business associates with the Company's policies and expectations as to anti-bribery or anti-corruption. The Company encourages all its business partners, viz., group companies, joint ventures, suppliers, distributors, customers, contractors, etc. to follow ethics, transparency, fairness and accountability in their dealings with the Company.

**5. Number of Directors / Key Managerial Personnel (KMPs) / Employees / Workers against whom Disciplinary Action was taken by any Law Enforcement Agency for the Charges of Bribery / Corruption:**

Particulars	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Board of Directors	Nil	Nil
Key Managerial Personnel	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

**6. Details of Complaints with regard to Conflict of Interest:**

Particulars	Financial Year 2024-25 (Current Financial Year)		Financial Year 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to Issues of Conflict of Interest of Directors	Nil	-	Nil	-
Number of Complaints received in relation to Issues of Conflict of Interest of Key Managerial Personnel (KMPs)	Nil	-	Nil	-

**7. Details of any Corrective Action taken or underway on Issues related to Fines / Penalties / Action taken by Regulators / Law Enforcement Agencies / Judicial Institutions, on cases of Corruption and Conflicts of Interest:**

Not Applicable

**8. Number of Days of Accounts Payables ((Accounts Payable \*365) / Cost of Goods/Services procured) in the following format:**

Particulars	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Number of Days of Accounts Payables	102	161

**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	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from Trading Houses as % of Total Purchases	23%	61.00%
	b. Number of Trading Houses where Purchases are made from	59	72
	c. Purchases from top 10 Trading Houses as a % of Total Purchases from Trading Houses	70.69%	73.30%
Concentration of Sales	a. Sales to Dealers / Distributors as % of Total Sales	-	-
	b. No. of Dealers / Distributors to whom Sales are made	-	-
	c. Sales to top 10 Dealers / Distributors as a % of Total Sales to Dealers / Distributors	-	-
Share of Related Party Transactions (RPTs) in –	a. Purchases (Purchases with Related Parties / Total Purchases)	7.9%	0.10%
	b. Sales (Sales to Related Parties / Total Sales)	6.2%	7.80%
	c. Loans & Advances (Loans & Advances given to Related Parties / Total Loans & Advances)	-	-
	d. Investments (Investments in Related Parties / Total Investments made)	-	98.80%

**LEADERSHIP INDICATORS****Awareness Programmes conducted for Value Chain Partners on any of the Principles during the Financial Year:**

Total No. of Awareness Programmes held	Topics / Principles covered under the Training	% of Value Chain Partners covered (by Value of Business done with such Partners) under the Awareness Programmes
1	Integrity, Ethics, Transparency, Accountability (including Code of Conduct)	75%
1	Sustainability & Safety (including Occupational Health & Safety)	75%

**Does the Entity have Processes in place to avoid / manage Conflict of Interests involving Members of the Board of Directors? (Yes/No) and if yes, provide Details of the same:**

The Company has formulated a Code of Conduct for Board of Directors and Senior Management Personnel, which clearly prohibits its Directors and Senior Management Personnel from engaging in any business, relationship or activity which detrimentally conflicts with the interest of the Company or brings discredit to it and further states that any situation that creates a conflict of interest between personal interests and the interests of the Company and its stakeholders must be avoided at all costs.

The Company obtains an annual declaration from its Directors and Senior Management Personnel to the effect that, during the Financial Year to which such declaration relates:

- they affirm compliance with and have not violated any of the provisions of the Code of Conduct for Board of Directors and Senior Management Personnel; and
- they did not have any personal interest in any of the material, financial and commercial transactions of the Company, which would have had any potential conflict with the interest of the Company at large.

The Code of Conduct for Board of Directors and Senior Management Personnel is available on the website of the Company ([www.godrejastec.com](http://www.godrejastec.com)) at the weblink <https://www.godrejastec.com/investors/codes-and-policies>.

**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**

**ESSENTIAL INDICATORS**

1. **Percentage of Research & Development (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:**

Particulars	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)	Details of Improvements in Environmental and Social Impacts
R&D	0%	13.1%	N/A
CAPEX	0%	0.7%	N/A

2. **a. Does the Entity have Procedures in place for Sustainable Sourcing? (Yes / No)**

**b. If yes, what Percentage of Inputs were sourced sustainably?**

The Company has established well-defined framework for selection of suppliers which includes various parameters such as legal compliance, ISO certification, Environment Health & Safety practices, etc. The Company is a signatory to “Responsible Care” and holds Responsible Care® Logo since 2015. By virtue of the same, it agrees to commit itself to improve performance in the field of product stewardship and logistics.

The Company has meticulously woven ESG performance metrics in its screening criteria for new business partners and evaluation of existing ones. All business partners are required to sign the Responsible Procurement Policy and Supplier Code of Conduct at the time of award of contract / work to them, these are part of their contracts.

3. **Describe the Processes in place to safely reclaim 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:**

Plastics (including Packaging)	The Company has an established framework for management of plastic and hazardous waste in line with the Government regulations. As part of the compliance with Plastic Waste Management guidelines, the Company engaged one of the leading pan India plastic waste reprocessing agency authorised by Central Pollution Control Board (CPCB) for collection.
E-Waste	Not Applicable
Hazardous Waste	Expired products and other hazardous waste are sent to authorized facilities in accordance with the Hazardous Waste Management Rules.
Other Waste	Not Applicable

4. **Whether Extended Producer Responsibility (EPR) is applicable to the Entity’s Activities (Yes / No) and if yes, whether the Waste Collection Plan is in line with the Extended Producer Responsibility (EPR) Plan submitted to Pollution Control Boards? If not, Steps taken to address the same:**

Yes, the Company is registered as Brand Owner as per the Extended Producer Responsibility (EPR) Regulations. Waste collection plan is in line with the Pollution Control Board guidelines.

**LEADERSHIP INDICATORS**

**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:**

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) If yes, provide the web-link
----------	---------------------------	---------------------------------	--	---	--

No

**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, alongwith Action taken to mitigate the same.**

Name of Product / Service	Description of the Risk / Concern	Action Taken
Not Applicable		

**Percentage of Recycled or Reused Input Material to Total Material (by Value) used in Production (for Manufacturing Industry) or providing Services (for Service Industry):**

Nil

**Of the Products and Packaging reclaimed at End of Life of Products, Amount (in Metric Tonnes) Reused, Recycled and Safely Disposed, for the Current Financial Year and the Previous Financial Year:**

Particulars	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including Packaging)						
E-Waste						
Hazardous Waste						Not Applicable
Other Waste						

**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 Total Products sold in respective Category
	Not Applicable

**PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

**ESSENTIAL INDICATORS**

- 1. a. **Details of Measures for the Well-being of Employees:**
- b. **Details of Measures for the Well-being of Workers:**

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>PERMANENT EMPLOYEES</b>											
Male	329	329	100%	329	100%	0	0%	42	12.77%	0	0%
Female	56	56	100%	56	100%	9	16.07%	0	0%	2	3.57%
<b>Total</b>	<b>385</b>	<b>385</b>	<b>100%</b>	<b>385</b>	<b>100%</b>	<b>9</b>	<b>2.34%</b>	<b>42</b>	<b>10.91%</b>	<b>2</b>	<b>0.52%</b>
<b>OTHER THAN PERMANENT EMPLOYEES</b>											
Male	11	0	0%	0	0%	0	0%	0	0%	0	0%
Female	9	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>20</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>PERMANENT WORKERS</b>											
Male	170	170	100%	170	100%	0	0%	24	14.12%	0	0%
Female	0	0	-	-	-	0	0%	0	0%	0	0%
<b>Total</b>	<b>170</b>	<b>170</b>	<b>100%</b>	<b>170</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>24</b>	<b>14.12%</b>	<b>0</b>	<b>0%</b>
<b>OTHER THAN PERMANENT WORKERS</b>											
Male	505	0	0%	0	0	0	0%	0	0%	0	0
Female	34	0	0%	0	0	0	0%	0	0%	0	0
<b>Total</b>	<b>539</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>

('N/A' denotes 'Not Applicable'.)

**c. Spending on Measures towards Well-being of Employees and Workers (including Permanent and Other than Permanent) in the following format:**

Particulars	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Cost incurred on Well-being measures as a % of Total Revenue of the Company	0.7%	0.5%

**2. Details of Retirement Benefits, for the Current Financial Year and the Previous Financial Year:**

Benefits	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	No. of Employees covered as a % of Total Employees	No. of Workers covered as a % of Total Workers	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 Workers	Deducted and Deposited with the Authority (Y / N / N.A.)
Provident Fund (PF)	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
Employees' State Insurance (ESI)	All covered as per eligibility	All covered as per eligibility	Y	All covered as per eligibility	All covered as per eligibility	Y
Others	-	-	-	-	-	-

**3. Accessibility of Workplaces:**

Are the Premises / Offices of the Entity accessible to Differently abled Employees and Workers, as per the Requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any Steps are being taken by the Entity in this regard:

The Company's Registered Office is accessible for differently abled employees and workers.

**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's Code of Conduct outlines its commitment to offering equal opportunities for all team members. Any form of discrimination against any team member or applicant for employment on the basis of nationality, race, colour, religion, caste, gender, gender identity / expression, sexual orientation, disability, age, or marital status is strictly prohibited. Godrej Industries Group companies also subscribe to the CII-ASSOCHAM Code of Conduct for Affirmative Action.

The Company's Code of Conduct is available on the corporate website at the web link: <https://www.godrejastec.com/investors/codes-and-policies>.

**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	42%	100%	24%	100%
Female	9%	89%	0%	0%
<b>Total</b>	<b>51%</b>	<b>98.04%</b>	<b>24%</b>	<b>100%</b>

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	If Yes, Details of the Mechanism in brief
<b>Employees</b> (Permanent & Other than Permanent)		<p>In line with the Godrej Philosophy, the Company has multiple engagement forums available for its employees to share their concerns, suggestions, etc. with line managers, Human Resource Departments and senior leadership team.</p> <p>Policies related to Prevention of Sexual Harassment at Workplace and Vigil Mechanism / Whistle Blower are also available to all employees and workers.</p> <p>The Company is committed to creating and maintaining an atmosphere in which all employees can work together, without fear of sexual harassment, exploitation or intimidation. A gender-neutral Policy on Prevention of Sexual Harassment has been in place for years. All employees are required to go through mandatory training on Prevention of Sexual Harassment.</p>
<b>Workers</b> (Permanent & Other than Permanent)	Yes	<p>Whistle Blower Policy also enables employees to raise concerns about unacceptable, improper or unethical practices being followed in the organization, without necessarily informing their supervisors. A Whistleblowing Officer has been designated for the purpose of receiving and recording any complaints under this Policy. The Company has recently partnered with Deloitte, for setting up a new Whistleblower hotline tool for any Directors and employees to raise Whistleblower complaints / concerns. The mechanism for Whistleblower would involve the following 4 (four) reporting channels: (1) Toll Number; (2) E-mail; (3) Web Portal; (4) Chat Bot.</p>

7. Membership of Employees and Workers in Association(s) or Union(s) recognized by the Entity, for the Current Financial Year and the Previous Financial Year:

Category	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (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)
<b>Total Permanent Employees</b>	<b>385</b>	<b>0</b>	<b>0%</b>	<b>421</b>	<b>0</b>	<b>0%</b>
Male	329	0	0%	368	0	0%
Female	56	0	0%	53	0	0%
<b>Total Permanent Workers</b>	<b>170</b>	<b>150</b>	<b>88.24%</b>	<b>185</b>	<b>141</b>	<b>76%</b>
Male	170	150	88.24%	183	141	77%
Female	0	0	0%	2	0	0%

## 8. Details of Training given to Employees and Workers:

Category	Financial Year 2024-25 (Current Financial Year)					Financial Year 2023-24 (Previous Financial Year)				
	Total (A)	On Health & Safety Measures		On Skills Upgradation		Total (D)	On Health & Safety Measures		On Skills Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
Male	329	329	100%	249	75.68%	368	368	100%	315	86%
Female	56	56	100%	29	51.79%	53	53	100%	46	87%
<b>Total</b>	<b>385</b>	<b>385</b>	<b>100%</b>	<b>278</b>	<b>72.21%</b>	<b>421</b>	<b>421</b>	<b>100%</b>	<b>361</b>	<b>86%</b>
<b>WORKERS</b>										
Male	170	170	100%	111	65.29%	183	175	96%	150	82%
Female	0	-	-	-	0%	2	2	100%	2	100%
<b>Total</b>	<b>170</b>	<b>170</b>	<b>100%</b>	<b>111</b>	<b>65.29%</b>	<b>185</b>	<b>177</b>	<b>96%</b>	<b>152</b>	<b>82%</b>

## 9. Details of Performance and Career Development Reviews of Employees and Workers for Current and Previous Financial Years:

Performance and career development reviews have been conducted for all employees eligible during the Financial Year.

Category	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES</b>						
Male	329	307	93.31%	368	323	88%
Female	56	47	83.91%	53	38	72%
<b>Total</b>	<b>385</b>	<b>354</b>	<b>91.95%</b>	<b>421</b>	<b>361</b>	<b>88%</b>
<b>WORKERS</b>						
Male						
Female						
<b>Total</b>						

Performance reviews of workers are determined on the basis of Long-Term Settlement Contracts.

## 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 of such System:

Yes, the Company has implemented occupational health and safety management system and 100% of its manufacturing locations are ISO 45001:2018 certified. Furthermore, the Company is Responsible Care logo holder since 2015 and the coverage includes all sites and employees as well as labourers. The Company considers safety and health of all stakeholders to be of paramount importance for its sustainable growth and carries a vision to bring about a strong safety and health culture across the organization and is concerned with the well-being of all stakeholders, namely, employees and workers, business associates, processors, contractors, sub-contractors, vendors, transporters, customers and visitors.

### b. Processes used to identify Work-related Hazards and assess Risks on a Routine and Non-routine basis by the Entity:

In line with Godrej Industries Group policies, the Company has a robust Environment, Health and Safety (EHS) risk management framework which is reviewed on a regular basis along with mitigation plans for identified routine and non-routine hazards. The Company has implemented various techniques such as Hazard Identification Risk Assessment (HIRA), Hazard and Operability Analysis (HAZOP), process safety management, design checklists and other consequence modelling studies. Strict adherence to standard operating procedures (SOPs) for workplace safety is followed on shop floors across its manufacturing locations. For all new projects, EHS compliance is ensured through mandatory Job safety analysis during the construction and operational phases. Periodic cross functional as well as inter-unit audits at business and corporate levels are conducted for all of our manufacturing locations to identify hazards, design risk mitigation plans and to monitor compliance with policy standards. The Company has also received several awards for its Occupational Health and Safety management systems in the past from Indian Chemical Council and National Safety Council of India etc.

**c. Whether the Entity has Processes for Workers to report the Work-related Hazards and to remove themselves from such Risks (Yes / No):**

Yes, the Company follows digitized safety reporting system through the mobile application called “i-safe” which has been developed internally by Godrej Industries Limited (the Ultimate Holding Company) for its associated companies. Workers and employees across our manufacturing locations have access to this application to report all kinds of work-related unsafe acts and unsafe conditions. A well-defined Standard Operating Procedure (SOP) is in place for defining nature and severity of the reported incident as well as necessary corrective actions and continuous status monitoring of incidents raised on the platform. Furthermore, periodic EHS Committee Meetings are conducted on the shop floors where employee participation is encouraged to discuss safety related issues and promote a transparent safety culture across manufacturing facilities.

**d. Do the Employees / Workers of the Entity have access to Non-Occupational Medical and Healthcare Services? (Yes / No)**

Yes, all of the Company’s manufacturing sites and offices have access to non-occupational medical and healthcare services either on-site or through tie-ups with reputed medical centres in close proximity. All the necessary first-aid trainings and equipment are provided across the manufacturing sites. All permanent employees and workers along with their family members have access to either Company supported medical benefits, group insurance policies and/or where applicable, statutory benefits under Employees State Insurance.

**11. Details of Safety related Incidents in the following format:**

Safety Incident / Number	Category (including Contract Workforce)	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.36	0
Total Recordable Work-related Injuries	Employees	0	1
	Workers	1	5
No. of Fatalities	Employees	0	0
	Workers		
High Consequence Work-related Injury or Ill - health (Excluding Fatalities)	Employees	0	0
	Workers		

**12. Measures taken by the Entity to ensure a Safe and Healthy Workplace:**

The Company is committed to the health and well-being of its team members and has an on-site medical centre and hospital within the Godrej campus at Vikhroli, Mumbai. Regular medical awareness workshops including mental health and well-being and periodic free of cost on-site diagnostic camps are conducted across the Company’s locations.

The Company has enabled a digitized user-friendly platform for all the its employees at manufacturing locations to report safety related incidents, provide corrective action and timely resolutions. Employees are encouraged to participate in periodic meetings with senior management to enable continuous dialogue for achieving the Company’s goal of incident-free workplace. Well-defined and robust Standard Operating Procedures (SOPs) are in place for hazards identification, safe storage & handling of hazardous chemicals, monitoring storages and operation through competent supervisors to avoid loss of containment, imparting proper induction training to workers as well as labourers. Periodic safety audits are conducted by cross functional teams and a well measurable reward system is in place to inspire safety culture across the organization.

**13. Number of Complaints on the following made by Employees and Workers:**

	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	No. of Complaints filed during the year	No. of Complaints pending resolution as at the close of the year	Remarks	No. of Complaints filed during the year	No. of Complaints pending resolution as at the close of the year	Remarks
Working Conditions	1	1	Resolved	0	0	-
Health & Safety	1	1	Resolved	0	0	-

**14. Assessments for the Financial Year:**

Particulars	% of Plants and Offices that were assessed (by the Entity or Statutory Authorities or Third Parties)
Working Conditions	All the Company's manufacturing facilities are audited by internal as well as external parties, including statutory authorities:
	1. Responsible Care
	2. Godrej Industries Limited and Associated Companies (GILAC) Audit teams
Health & Safety Practices	3. Customer audits
	4. Statutory Authorities such as Directorate of Industrial Safety and Health (DISH) and Maharashtra Pollution Control Board (MPCB)
	5. Internal Cross Functional Audit team

**15. Provide Details of any Corrective Action taken or underway to address Safety-related Incidents (if any) and on Significant Risks / Concerns arising from Assessments of Health & Safety Practices and Working Conditions:**

All safety-related incidents are thoroughly studied and investigated with initiation of corrective actions to avoid recurrence of such incidents. Internal as well as external audits measure the effectiveness of corrective actions.

**LEADERSHIP INDICATORS**

**Does the Entity extend any Life Insurance or any Compensatory Package in the Event of Death of:**

**(A) Employees (Y/N); and**

**(B) Workers (Y/N):**

(A) Employees (Y/N)	Yes
(B) Workers (Y/N)	Yes

**Provide the Measures undertaken by the Entity to ensure that Statutory Dues have been deducted and deposited by the Value Chain Partners:**

The Company encourages its business partners, viz., suppliers, distributors, contractors, etc. to follow ethics, transparency and accountability in their dealings with the Company. The Company also monitors compliance by contractors supplying third party resources related to statutory dues while processing the invoices.

**Provide the Number of Employees / Workers having suffered High Consequence Work-related Injury / Ill-health / Fatalities (as reported in Question 11 of Essential Indicators above), who have been rehabilitated and placed in suitable Employment or whose Family Members have been placed in suitable Employment: in the Current Year and the Previous Year:**

Particulars	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	
	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Employees	Not Applicable		Not Applicable	
Workers	Not Applicable		Not Applicable	

**Does the Entity provide Transition Assistance Programmes to facilitate continued Employability and the Management of Career Endings resulting from Retirement or Termination of Employment (Yes / No):**

The Company has continuously invested in skill development programmes for its employees to enhance employability of the workforce and provide diverse work experience.

**Details on Assessment of Value Chain Partners:**

% of Value Chain Partners (by Value of Business done with such Partners) that were assessed	
Health and Safety Practices	75%
Working Conditions	75%

**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**

**ESSENTIAL INDICATORS**

**1. Describe the Processes for identifying Key Stakeholder Groups of the Entity:**

The Company, as a good corporate citizen, acknowledges that it is bound to think and act beyond the interests of its internal stakeholders, to include all its stakeholders in addition to its employees, who together help the Company to create a shared value.

The stakeholder engagement process comprises of several activities including stakeholder identification, consultation, prioritization, collaboration and reporting. The identification of all relevant stakeholders and understanding their expectations is of high importance to the Company in its quest to be sustainable. The Company identifies key stakeholders on the basis of their influence on the Company's activities and operations and the Company's impact on them.

The Company has identified and prioritized key stakeholders and continues to engage with them through various means such as consultations with local communities, supplier / vendor meets, customer / employee satisfaction surveys, investor / analyst meets, etc.

The Company continuously endeavours to achieve customer satisfaction and create delight for all its value chain partners and also to implement policies and processes to achieve long term welfare and meet the growth and career aspirations of its employees. The Company also strives to introduce and implement impactful programmes for communities around its plant locations, in partnership with the Government, Non-Governmental Organisations (NGOs) and local communities. This approach helps the Company to distribute accountability and ensure long-term impact of its community development initiatives in clearly identified areas of need.

The following are the key stakeholder groups identified by the Company:

- (1) Shareholders
- (2) Employees and Workers
- (3) Customers
- (4) Suppliers and Contractors
- (5) Government and Regulatory Bodies
- (6) Media and Analysts
- (7) Communities at large.

**2. List Stakeholder Groups identified as Key for the Company and the Frequency of Engagement with each Stakeholder Group:**

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of Communication (E-mail, 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
Shareholders	No	<ul style="list-style-type: none"> <li>● General Meetings</li> <li>● Media Releases</li> <li>● Investor Presentations</li> <li>● Quarterly Results</li> <li>● Annual Reports</li> <li>● Stock Exchange Filings</li> <li>● Corporate Website</li> <li>● Bulk e-mails regarding Notices of Meetings, Postal Ballots, Tax Deducted at Source (TDS) on Dividend, etc.</li> <li>● Dedicated e-mail address for resolving Shareholders' queries / requests</li> </ul>	Quarterly / Half-yearly / Annual / As and when required	<ul style="list-style-type: none"> <li>● Understanding the aspirations and expectations of the Shareholders</li> <li>● Updating the Shareholders about the operations and financial performance of the Company</li> </ul>
Employees and Workers	No	<ul style="list-style-type: none"> <li>● Regular e-mail circulars and organizational announcements</li> <li>● Quarterly communication on financial performance</li> <li>● Open forum interview with the top management titled as "Mulakaat" to provide business performance updates to employees, notify them about any important updates concerning them and answer their related queries</li> <li>● Training and induction Programmes and workshops for employees</li> <li>● Welfare initiatives for employees and their dependents</li> <li>● Employee engagement / feedback surveys</li> <li>● Employees' participation in community initiatives by encouraging volunteering</li> </ul>	Quarterly / Half-yearly / Annual / As and when required	<ul style="list-style-type: none"> <li>● Updating the employees about the Company's progress, policies and expectations</li> <li>● Gaining valuable feedback from the employees for strengthening the functioning and growth of the Company</li> <li>● Implementing measures for employees' motivation, professional growth and personal well-being</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>● Business interactions</li> <li>● Formal customer and distributor meets</li> <li>● Market visits</li> </ul>	Ongoing and also specifically as and when required	<ul style="list-style-type: none"> <li>● Understanding customers' expectations and measures which can create delight for them</li> <li>● Effective resolution of customer complaints / issues, if any</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of Communication (E-mail, 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	<ul style="list-style-type: none"> <li>• Business interactions</li> <li>• Formal supplier meets</li> <li>• Market visits</li> </ul>	Ongoing and also specifically as and when required	<ul style="list-style-type: none"> <li>• Understanding the needs and expectations of suppliers</li> <li>• Identifying issues or gaps, if any, in the supply chain</li> <li>• Awareness amongst suppliers about regulatory norms and Environment, Health &amp; Safety (EHS) standards adopted by the Company</li> </ul>
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> <li>• Filings with Government and regulatory authorities</li> <li>• Representations</li> <li>• Media Releases</li> <li>• Quarterly Results</li> <li>• Annual Reports</li> <li>• Stock Exchange Filings</li> <li>• Corporate Website</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>• Complying with statutory / mandatory reporting requirements</li> <li>• Regulatory guidance whenever required</li> <li>• Raising and resolution of issues faced by the industry</li> </ul>
Media and Analysts	No	<ul style="list-style-type: none"> <li>• Analyst Meets</li> <li>• Investor Calls</li> <li>• Media Releases</li> <li>• Investor Presentations</li> <li>• Quarterly Results</li> <li>• Annual Reports</li> <li>• Stock Exchange Filings</li> <li>• Corporate Website</li> </ul>	Quarterly / Half-yearly / Annual / As and when required	<ul style="list-style-type: none"> <li>• Understanding investor aspirations and market trends</li> <li>• Updating on Company's performance and industry standing</li> </ul>
Communities at large	Yes, certain sections of the communities	<ul style="list-style-type: none"> <li>• Direct Corporate Social Responsibility (CSR) initiatives</li> <li>• CSR interventions undertaken with the assistance of Non- Governmental Organisation (NGO) partners</li> </ul>	Ongoing and also specifically as and when required	<ul style="list-style-type: none"> <li>• Assessment of need and impact of Corporate Social Responsibility (CSR) initiatives</li> <li>• Harmonious relations with local communities in and around the geographical areas in which the Company operates</li> </ul>

## LEADERSHIP INDICATORS

### **Provide the Processes for Consultation between Stakeholders and the Board of Directors on Economic, Environmental and Social Topics or if Consultation is delegated, how is Feedback from such Consultations provided to the Board:**

The Board of Directors of the Company oversees matters relating to Environmental, Social and Governance (ESG) topics and has constituted several Committees such as Audit Committee, Corporate Social Responsibility (CSR) Committee, Risk Management Committee, Stakeholders' Relationship Committee and Nomination and Remuneration Committee to deal with specialized areas. The composition and the terms of reference of these Committees are in conformity with the mandatory provisions of law. The observations and recommendations of these Committees are regularly briefed to the Board at every Meeting of the Board, either for its noting or for its approval, as may be required.

The Company also conducts stakeholder engagement activities on ESG topics from time to time, to receive vital feedback from the concerned stakeholders on ESG parameters, performance and related matters. The results of such activities are briefed to the Board and its concerned Committees during the course of discussions at Meetings and appropriate measures are accordingly devised and implemented to enhance the ESG performance further.

The Company also has specialized functions and roles within its organizational hierarchy and has deployed right software and tools which enable the Company to set and achieve higher and higher standards of ESG performance and also to closely monitor the same, in order to devise and implement appropriate measures to enhance the same further.

### **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:**

The Company recognizes the vitality of obtaining feedback from all the concerned stakeholders through consultation, in order to identify environmental and social topics which are materially important from time to time. Based on the inputs so received from the stakeholders and in accordance with the changing context and requirements:

- the policies and procedures adopted by the Company are suitably amended or modified;
- critical or priority areas needing special attention and focus are identified and policies and strategies are devised suitably;
- proper systems and plans are devised to achieve the identified objectives and to monitor and measure the performance.

### **Provide Details of Instances of Engagement with, and Actions taken to, address the Concerns of Vulnerable / Marginalized Stakeholder Groups:**

The Company, through its Corporate Social Responsibility (CSR) Policy and initiatives, endeavours to address critical social, environmental and economic needs of marginalized and underprivileged sections of our communities around the areas in which the Company operates and to transform their lives, by adopting a shared value approach, i.e., to help in solving problems, while strengthening our competitive advantage. Every attempt possible is made by the Company to achieve holistic development of the communities, through its CSR initiatives. The CSR initiatives are strategically formulated by the Good & Green team, based on a thorough needs assessment, involving active participation of the employees, capable of bearing significant outcomes and measurable in terms of performance or progress.

## PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

## ESSENTIAL INDICATORS

1. Employees and Workers who have been provided Training on Human Rights Issues and Policy(ies) of the Entity, in the following format:

Employees	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Total (A)	No. of Employees / Workers covered (B)	% (B/A)	Total (C)	No. of Employees / Workers covered (D)	% (C/D)
<b>EMPLOYEES</b>						
Permanent	385	385	100%	421	421	100%
Other than Permanent	20	20	100%	25	25	100%
<b>Total</b>	<b>405</b>	<b>405</b>	<b>100%</b>	<b>446</b>	<b>446</b>	<b>100%</b>
<b>WORKERS</b>						
Permanent	170	105	61.76%	185	165	89%
Other than Permanent	539	27	5.01%	595	457	77%
<b>Total</b>	<b>709</b>	<b>132</b>	<b>18.62%</b>	<b>780</b>	<b>622</b>	<b>79%</b>

('N/A' denotes 'Not Applicable'.)

2. Details of Minimum Wages paid to Employees and Workers, in the following format:

	Financial Year 2024-25 (Current Financial Year)					Financial Year 2023-24 (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)
<b>PERMANENT EMPLOYEES</b>	<b>385</b>	<b>0</b>	<b>N/A</b>	<b>385</b>	<b>100%</b>	<b>421</b>	<b>0</b>	<b>N/A</b>	<b>421</b>	<b>100%</b>
Male	329	0	N/A	329	100%	368	0	N/A	368	100%
Female	56	0	N/A	56	100%	53	0	N/A	53	100%
<b>OTHER THAN PERMANENT EMPLOYEES</b>	<b>20</b>	<b>0</b>	<b>N/A</b>	<b>20</b>	<b>100%</b>	<b>25</b>	<b>0</b>	<b>N/A</b>	<b>25</b>	<b>100%</b>
Male	11	0	N/A	11	100%	18	0	N/A	18	100%
Female	9	0	N/A	9	100%	7	0	N/A	7	100%
<b>PERMANENT WORKERS</b>	<b>170</b>	<b>0</b>	<b>N/A</b>	<b>170</b>	<b>100%</b>	<b>185</b>	<b>0</b>	<b>N/A</b>	<b>185</b>	<b>100%</b>
Male	170	0	N/A	170	100%	183	0	N/A	183	100%
Female	0	0	N/A	0	0%	2	0	N/A	2	100%
<b>OTHER THAN PERMANENT WORKERS</b>	<b>539</b>	<b>539</b>	<b>100%</b>	<b>539</b>	<b>100%</b>	<b>595</b>	<b>0</b>	<b>N/A</b>	<b>595</b>	<b>100%</b>
Male	505	159	31.49%	346	68.51%	590	0	N/A	590	100%
Female	34	4	11.76%	30	88.24%	5	0	N/A	5	100%

('N/A' denotes 'Not Applicable'.)

### 3. Details of Remuneration / Salary / Wages:

#### a. Median Remuneration / Wages:

Particulars	Male		Female	
	Number	Median Remuneration / Salary / Wages of respective Category (₹ in Lakh)	Number	Median Remuneration / Salary / Wages of respective Category (₹ in Lakh)
Board of Directors (BoD)	8	N/A	1	N/A
Key Managerial Personnel (KMP)	2	N/A	2	27.86
Employees other than BoD and KMPs	338	5.47	60	6.34
Workers	170	3.84	0	0

#### b. Gross Wages paid to Females as % of Total Wages paid by the Entity, in the following format:

	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Gross Wages paid to Females as % of Total Wages	11.50%	9%

### 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 has adopted Human Rights Policy and the Company's Human Rights actions are overseen by Godrej Industries Group level internal committee and Board level oversight is also provided.

Please refer to below link to access the Company's Human Rights Policy: <https://www.godrejastec.com/investors/codes-and-policies>.

### 5. Describe the Internal Mechanisms in place to redress Grievances related to Human Rights Issues:

In line with Godrej Industries Group companies, the Company's Human Rights Policy is guided by international covenants such as the International Bill of Human Rights (i.e., Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

While adhering to local laws, the Company follows higher standards to the greatest extent possible. The Company is committed to identifying, preventing and mitigating adverse human rights issues which affect employees, suppliers and other external stakeholders. The Company also offers various safeguards to all stakeholders and maintain them with respect for their privacy and dignity.

The Company has Internal Committee (ICs) in place to address sexual harassment complaints as well as Whistleblowing officer to address Whistle Blower complaints. Further, the Anti Sexual Harassment Apex Committee for Godrej Industries and its Associate companies has been formed to oversee the constitution, operations and management of the individual ICs.

Please refer to the below link to access the Company's Human Rights Policy: <https://www.godrejastec.com/investors/codes-and-policies>

**6. Number of Complaints on the following made by Employees and Workers:**

Particulars	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Filed during the Year	Pending resolution at the end of the Year	Remarks	Filed during the Year	Pending resolution at the end of the Year	Remarks
Sexual Harassment	1	1	Resolved	1	0	Resolved
Discrimination at Workplace	0	0	N/A	0	0	N/A
Child Labour	0	0	N/A	0	0	N/A
Forced Labour / Involuntary Labour	0	0	N/A	0	0	N/A
Wages	0	0	N/A	0	0	N/A
Other Human Rights related Issues	0	0	N/A	0	0	N/A

('N/A' denotes 'Not Applicable'.)

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

Particulars	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of Female Employees / Workers	1.79%	1.49%
Complaints on POSH upheld	1	1

**8. Mechanisms to prevent Adverse Consequences to the Complainant in Discrimination and Harassment Cases:**

The Company's Policy on Prevention of Sexual Harassment is in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules thereunder.

As per the Policy, the Company and the Internal Complaints Committee will take all reasonable measures to ensure that any person who has lodged a complaint under this Policy or given evidence or other assistance as part of an inquiry under this Policy, in good faith, is protected and not subjected to any retaliatory conduct. Any retaliatory conduct by an employee violates this Policy and will result in appropriate disciplinary inquiry and action thereunder. The contents of the complaint made, the identity and addresses of the Complainant, the Respondent and witnesses, any and all information relating to inquiry proceedings, shall not be published, communicated or made known to the public, press and media in any manner. If this provision is contravened, the Company shall be entitled to take all steps to secure confidentiality, take all actions in accordance with the law, the aforesaid Act and the Company's policies for such breach and also recover from such person, such sum as penalty as may be prescribed thereunder.

**9. Do Human Rights Requirements form part of the Entity's Business Agreements and Contracts (Yes / No):**

Yes, across the Company's diverse and extended supply chain, the Company makes human rights expectations and commitments clear to its suppliers, business partners and contractors. The Company includes relevant expectations in its contracts with them, wherever appropriate. For suppliers who do not have similar policies and practices, the Company encourages and supports them to do so.

**10. Assessments for the Year:**

Particulars	% of the Entity's Plants and Offices that were assessed (by the Entity or Statutory Authorities or Third Parties)
Child Labour	The Company internally monitors compliance with all the relevant laws and policies pertaining to the Human Right issues for all its plant and office locations. There have been no observations by local statutory / third parties in India during the Financial Year 2024-25.
Forced Labour / Involuntary Labour	
Sexual Harassment	
Discrimination at Workplace	
Wages	
Others – please specify	

**11. Provide Details of any Corrective Actions taken or underway to address Significant Risks / Concerns arising from the Assessments at Question 10 above:**

Not Applicable

**LEADERSHIP INDICATORS**

**Details of a Business Process being modified / introduced as a result of addressing Human Rights Grievances / Complaints:**

Not Applicable

**Details of the Scope and Coverage of any Human Rights Due Diligence conducted:**

The Company internally monitors compliance with Human Rights throughout its activities and business. During the Financial Year 2024-25, the Company conducts self-assessment for employees, workers, contract workers and community members across factories. The assessments cover the Company's own employees, third-party and contract employees, women, children, migrant workers and local communities.

**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:**

The Company's Registered Office is accessible for differently abled employees and workers.

**Details on Assessment of Value Chain Partners:**

Particulars	% of Value Chain Partners (by Value of Business done with such Partners) that were assessed
Sexual Harassment	75%
Discrimination at Workplace	75%
Child Labour	75%
Forced Labour / Involuntary Labour	75%
Wages	75%
Others – Please specify	-

**Provide Details of any Corrective Actions taken or underway to address Significant Risks / Concerns arising from the Assessments of Value Chain Partners above:**

Not Applicable

## PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

## ESSENTIAL INDICATORS

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

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>From renewable sources (in MJ)</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	19,39,49,104	8,83,40,359
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources in MJ (A+B+C)</b>	19,39,49,104	8,83,40,359
<b>From non-renewable sources (in MJ)</b>		
Total electricity consumption (D)	6,57,66,348	7,71,86,484
Total fuel consumption (E)	12,97,90,883	20,22,31,195
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources in MJ (D+E+F)</b>	19,55,57,231	27,94,17,679
<b>Total energy consumed in MJ (A+B+C+D+E+F)</b>	38,95,06,336	36,77,58,038
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.102	0.080
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	2.11	0.183
<b>Energy intensity in terms of physical output</b> Energy intensity (optional) – the relevant metric may be selected by the entity	1,29,643 MJ /MT of product	50,851 MJ/MT of product

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.

Financial Year 2023-24 (Previous Financial Year) data assured by TUV India Pvt. Ltd.

Financial Year 2024-25 (Current Financial Year) data assured by SGS India 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.**

Not Applicable. None of the Company's manufacturing plants has notified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	1,12,409	1,48,862
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	1,12,409	1,48,862
<b>Total volume of water consumption (in kiloliters)</b>	1,08,185	1,39,396
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.000028	0.00003
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	0.00058	0.00006
(Total water consumption / Revenue from operations adjusted for PPP)		
<b>Water intensity in terms of physical output</b> Water intensity (optional) – the relevant metric may be selected by the entity	36.01 m3/MT of product	19.27 m3 / MT of product

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.

Financial Year 2023-24 (Previous Financial Year) data assured by TUV India Pvt. Ltd.

Financial Year 2024-25 (Current Financial Year) data assured by SGS India Pvt. Ltd.

4. Provide the following details related to water discharged:

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Water discharged by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – please specify level of treatment	4,224	9,466
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kiloliters)</b>	<b>4,224</b>	<b>9,466</b>

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.

Financial Year 2023-24 (Previous Financial Year) data assured by TUV India Pvt. Ltd.

Financial Year 2024-25 (Current Financial Year) data assured by SGS India Pvt. Ltd.

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

All the Company's manufacturing sites are compliant with Consent to Operate and other Central Pollution Control Board (CPCB) / Maharashtra Pollution Control Board (MPCB) guidelines. Our new facility at Mahad K-2 is a zero liquid discharge facility. The Company segregates strong and weak stream further for their effective treatment. Strong stream treated in system comprises of primary treatment (collection, neutralization, equalization, clarification & settling etc.), followed by multi effect evaporator & sludge treatment. Weak stream treated in system comprises of primary treatment (collection, neutralization, equalization, clarification & settling etc.), secondary treatment (Bio reactor) and tertiary treatment (pressure & active carbon filtration) processes. After necessary secondary / tertiary treatment, treated water is being used in process, cleaning application and irrigation purpose based on quality parameters. The Company also has a sewage treatment plant to treat domestic effluent & treated water from it being used for domestic cleaning and washing and gardening purpose.

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

Parameter	Please specify unit	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
NOx	MT/Year	7.29	4.16
SOx	MT/Year	24.6	10.71
Particulate matter (PM)	MT/Year	20.92	10.07
Persistent organic pollutants (POP)	NA	-	-
Volatile organic compounds (VOC)	NA	-	-
Hazardous air pollutants (HAP)	NA	-	-
Others – please specify	NA	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Financial Year 2023-24 (Previous Financial Year) data assured by TUV India Pvt. Ltd.

Financial Year 2024-25 (Current Financial Year) data assured by SGS India Pvt. Ltd.

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

Parameter	Unit	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	13,444	19,072
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	13,429	16,935
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Kg CO <sub>2</sub> eq. / Revenue in INR	0.0071	0.00786
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Kg CO <sub>2</sub> eq. / PPP adjusted Revenue in INR	0.1457	0.01798
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>			
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity	MT CO <sub>2</sub> eq. / MT of Product	8.94	4.97

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.

Financial Year 2023-24 (Previous Financial Year) data assured by TUV India Pvt. Ltd.

Financial Year 2024-25 (Current Financial Year) data assured by SGS India Pvt. Ltd.

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

The Company has installed 20 TPH capacity biomass fired boiler to meet the thermal energy requirement of its new plant and existing plant. This boiler has replaced close to 9,000 MT of coal utilization in FY'25. This in turn has helped reduce GHG emissions by ~ 20,000 MT CO2. Furthermore, the boiler has kickstarted building of the Company's renewable energy portfolio, the proportion of which increased from 0% to 49% in the Financial Year 2023-24. The Company is also evaluating projects such as solar roof top / ground mounted or captive solar / hybrid for its manufacturing plants.

The Company is also continuously focusing on installation of various energy efficient technologies like extensive use of variable frequency drives, efficient pump, motors & lighting system, screw air compressor in place of reciprocating, fuel optimization through automation, improved condensate recovery, thermal insulation for steam pipelines etc.

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

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	26.71	39.76
E-waste (B)	0.42	1.00
Bio-medical waste (C)	0.005	0.004
Construction and demolition waste (D)	-	-
Battery waste (E)	0.42	-
Radioactive waste (F)	-	-
Other Hazardous waste - Please specify, if any (G)		
Distillation Residue	10,921	11,908
Discarded liner	43.00	0.00
Coal Ash	-	545.65
ETP Sludge	14.61	19.97
Other waste	9.73	0.00
Other Non-hazardous waste generated (H) - Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)		
Biomass Ash	2,125.05	874.52
Paper waste	2.06	5.1
Metal waste	176.71	122.5
Wooden waste	51.57	63.6
Glass scrap	100.12	0.00
Other waste	3.92	3.53
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>13,475</b>	<b>13,584</b>

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.0000035	0.00000297
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.000073	0.0000000
<b>Waste intensity in terms of physical output</b> Waste intensity (optional) – the relevant metric may be selected by the entity	4.48 MT of Waste / MT of Product	1.88 MT of Waste / MT of Product
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	10,222	10,784
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>10,222</b>	<b>10,784</b>
<b>For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	758.31	623
(ii) Landfilling	2,408.54	2,194
(iii) Other disposal operations	-	-
<b>Total</b>	<b>3,166.85</b>	<b>2,817</b>

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.

Financial Year 2023-24 (Previous Financial Year) data assured by TUV India Pvt. Ltd.

Financial Year 2024-25 (Current Financial Year) data assured by SGS India 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 products and processes and the practices adopted to manage such waste.**

The Company works on '4R' principle of Waste management, i.e., Reduce, Reuse, Recycle & Recover. All its non-hazardous waste sends to authorized recycler for further processing. The Company has a bromine recycling process in place and only small quantity of it the Company procured as make up. The Company has a dedicated solvent extraction plant where it is recovering solvent and further reuses into the process. The Company has a dedicated team who does life cycle analysis of products with one of the main objective to recover, reuse and reduce waste at maximum possible extent.

The Company has started diverting its landfill waste for co-processing / pre-processing platform to achieve complete circularity. The Company is also sending its coal & briquette ash to nearby brick manufacturers, serving the purpose of circularity and acts as enhanced binding agent for them, thus reducing dependency from virgin material.

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:**

Not Applicable

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

Not Applicable

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:**

All our manufacturing plants of the Company are compliant with applicable Environmental laws and regulations and operate as per Consent to Operate from Central & State Pollution Control Boards.

## LEADERSHIP INDICATORS

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

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters)</b>	-	-
<b>Total volume of water consumption (in kiloliters)</b>	-	-
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)		
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>		
<b>Water discharged by destination and level of treatment (in kiloliters)</b>		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

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.

Financial Year 2023-24 (Previous Financial Year) data assured by TUV India Pvt. Ltd.

Financial Year 2024-25 (Current Financial Year) data assured by SGS India Pvt. Ltd.

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

Parameter	Unit	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	79,681	45,092
Total Scope 3 emissions per rupee of turnover	Kg CO <sub>2</sub> eq. / Revenue in INR	0.0209	0.00984
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.

Financial Year 2023-24 (Previous Financial Year) data assured by TUV India Pvt. Ltd.

Financial Year 2024-25 (Current Financial Year) data assured by SGS India 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

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:

For more details, Refer Annexure 'E' to the Directors' Report

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

We have built a sturdy Business Continuity Plan to further strengthen our business. Our Business Continuity Plan (BCP) consists of annual budgeting, long-term budgeting, a career development plan for employees and a succession plan for all the key positions. The assessed operational impacts include those related to life safety, customer service, revenue / cash flow, public image, regulatory, product development, competitive advantage, financial control / reporting, liability increase.

The main objective is to ensure business continuity and zero negative impact on society, environment, stakeholders, and economic losses. To make this BCP more robust in the company, organization conducts internal and external risk assessments and training for its employees and workers. Major organizational risks are identified, measured, monitored, and reviewed by the central risk review committee. This risk review committee consists of board of directors.

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.

Our company has developed a Responsible Procurement Policy, which is an extension of our values and is applicable to all our suppliers. We expect our suppliers to operate in accordance with the principles as outlined in this Policy and adhere to all applicable laws and regulations. This Policy goes beyond mere compliance with the law by drawing upon internationally recognized standards in order to identify and define best practices from across the globe.

This Policy outlines our expectations with regards to ethics, business integrity, human rights, health and safety, environment, the local community and quality of product and operations.

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

Almost all our critical suppliers have signed & acknowledged the supplier Code of Conduct. Our company is in the process of evaluating the suppliers on various ESG KPI's defined under the framework.

**PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

**ESSENTIAL INDICATORS**

- 1) A) **Number of Affiliations with Trade and Industry Chambers / Associations: 6 (Six)**  
 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.	Pesticides Manufacturers & Formulators Association of India (PMFAI)	National
2.	Confederation of Indian Industry (CII)	National
3.	Responsible Care	International
4.	Indian Chemical Council (ICC)	National
5.	CHEMEXCIL	National
6.	Nicer Globe	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:**

Name of Authority	Brief of the Case	Corrective Action taken
	Not Applicable	

**LEADERSHIP INDICATORS**

**Details of Public Policy Positions advocated by the Entity:**

Public Policy advocated	The Company actively participates in the discussions and activities of the industry chambers and associations of which it is a member. The Company also engages with Government and regulatory bodies while:
Method resorted for such Advocacy	<ul style="list-style-type: none"> <li>● Representing the interests of the industry; or</li> <li>● Providing vital inputs on behalf of the industry; or</li> <li>● Taking up the technical or regulatory issues faced by the industry as a whole with the appropriate authorities / forums and having the same resolved.</li> </ul>
Whether Information available in Public Domain? (Yes / No)	Specific officials of the Company are authorized to communicate with industrial bodies, for and on behalf of the Company, in accordance with the communication policy of the Company.
Frequency of Review by Board (Annually / Half- yearly / Quarterly / Others – please specify)	Through participation of the top management executives in several committees and task forces, the Company does play its small role in helping formulation of public policy.
Web Link, if available	The Company is committed to involve itself in the public policy advocacy process in a responsible and ethical manner.

**PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT****ESSENTIAL INDICATORS****1. Details of Social Impact Assessments (SIA) of Projects undertaken by the Entity based on Applicable Laws, in the Current Financial Year:**

Name and Brief Details of the 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
---------------------------------------	----------------------	----------------------	---	--	-------------------

Not Applicable

**2. Information on Project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Entity, in the following format:**

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 Financial Year (in ₹)
---------	--	-------	----------	---	--------------------------	---

Not Applicable

**3. Describe the Mechanisms to receive and redress Grievances of the Community:**

The Company, being a Godrej Industries Group company, remains committed to the Godrej Group's 'Good & Green' vision of creating a more inclusive and greener India. The Company's strategic Corporate Social Responsibility (CSR) projects, undertaken as part of overall sustainability framework, actively work towards the Godrej Group's Good & Green goals. Through these projects, there is a regular engagement and interaction with community representatives nearby the Company's manufacturing locations. The Company's CSR activities are implemented by on-ground programme managers and they are required to send regular feedback / updates to the management committee and Corporate Good & Green team. The management committee, in turn, reports to Board level Corporate Social Responsibility (CSR) Committee.

**4. Percentage of Input Material (Inputs to Total Inputs by Value) sourced from Suppliers:**

Particulars	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Directly sourced from MSMEs / Small Producers	15.5%	18.00%
Sourced directly from within India	42.6%	4.68%

**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:**

Location	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Rural	-	-
Semi-Urban	62.17%	60.41%
Urban	-	-
Metropolitan	37.83%	39.59%

(Place to be categorized as per RBI Classification System – Rural / Semi-Urban / Urban / Metropolitan)

**LEADERSHIP INDICATORS**

Provide Details of Actions taken to mitigate any Negative Social Impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of Negative Social Impact identified	Corrective Action taken
--	-------------------------

Not Applicable

Provide the following Information on CSR Projects undertaken by the Entity in Designated Aspirational Districts as identified by Government Bodies:

S. No.	State	Aspirational District	Amount spent (in ₹)
--------	-------	-----------------------	---------------------

Not Applicable

**Do you have a Preferential Procurement Policy where you give preference to purchase from Suppliers comprising Marginalized / Vulnerable Groups? (Yes / No)**

**From which Marginalized / Vulnerable Groups do you procure?**

**What Percentage of Total Procurement (by Value) does it constitute?**

The Company does not have any preferential procurement policy.

**Details of the Benefits derived and shared from the Intellectual Properties owned or acquired by the Entity (in the Current Financial Year), based on traditional knowledge:**

Sr. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shared (Yes / No)	Basis of calculating Benefit Share
Not Applicable				

**Details of Corrective Actions taken or underway, based on any Adverse Order in Intellectual Property related Disputes wherein Usage of Traditional Knowledge is involved:**

Name of Authority	Brief of the Case	Corrective Action taken
Not Applicable		

**Details of Beneficiaries of Corporate Social Responsibility (CSR) Projects:**

Sr. No.	CSR Project	No. of Persons benefitted from CSR Projects	% of Beneficiaries from Vulnerable & Marginalized Groups
1.	Bamboo Development	10,244	100%
2.	Community Development	60	100%

**PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**  
**ESSENTIAL INDICATORS**

**1. Describe the Mechanisms in place to receive and respond to Consumer Complaints and Feedback:**

Customer complaints and feedback regarding any of the Company's products are received by Sales & Marketing teams and are discussed with respective Production and Quality personnel. Appropriate corrective actions are taken post comprehensive root-cause analysis and approval from Operational leadership.

**2. Turnover of Products and/or Services as a Percentage of Turnover from all Products / Services that carry Information about:**

Particulars	As a Percentage to Total Turnover
Environmental and Social Parameters relevant to the Product	100%
Safe and Responsible Usage	100%
Recycling and/or Safe Disposal	100%

**3. Number of Consumer Complaints in respect of the following for the Current Year and the Previous Year:**

Particulars	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Received during the Year	Pending resolution at end of Year	Remarks	Received during the Year	Pending resolution at end of Year	Remarks
Data Privacy	0	0	N/A	0	0	N/A
Advertising	0	0	N/A	0	0	N/A
Cyber-Security	0	0	N/A	0	0	N/A
Delivery of Essential Services	0	0	N/A	0	0	N/A
Restrictive Trade Practices	0	0	N/A	0	0	N/A
Unfair Trade Practices	0	0	N/A	0	0	N/A
Other	0	0	N/A	0	0	N/A

[ 'N/A' denotes 'Not Applicable'. ]

4. **Details of Instances of Product Recalls on account of Safety Issues:**

Particulars	Number	Reasons for Recall
Voluntary Recalls		
Forced Recalls	Nil	Not Applicable

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:**

Godrej Industries Limited and Associated Companies (GILAC) has documented an Information Security Policy (ISMS Policy) that outlines all the information security objectives to be met by all the associated companies which includes Astec LifeSciences Limited as well. The Information Security Policy of GILAC addresses several domains including security at people, technology and process levels. Also, there are supporting process and procedure documents available for various aspects of Information Security.

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:**

Not Applicable

7. **Provide the following Information relating to Data Breaches:**

a. **Number of Instances of Data Breaches**

b. **Percentage of Data Breaches involving personally identifiable information of customers**

c. **Impact, if any, of the data breaches**

Not Applicable

### LEADERSHIP INDICATORS

**Channels / Platforms where Information on Products and Services of the Entity can be accessed (provide Web link, if available):**

Information relating to all products of the Company is available on the Company's website - [www.astecgodrejastec.com](http://www.astecgodrejastec.com).

**Steps taken to inform and educate Consumers about Safe and Responsible Usage of Products and/or Services:**

All of the Company's product shipments carry Material Safety Data Sheets (MSDS) and Transport Emergency Cards (TREM) which have necessary information regarding safe usage and disposal in any situation. As a signatory to Responsible Care, the Company follows guidelines under Product Safety and Stewardship Code which entails sharing information regarding product hazards, intended uses, handling practices, exposures and risks with the concerned parties.

**Mechanisms in place to inform Consumers of any Risk of Disruption / Discontinuation of Essential Services:**

Not Applicable

**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 the 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):

No, product information is displayed in compliance with the relevant laws. Yes, customer satisfaction surveys are conducted once in a year.