



BHANSALI ENGINEERING POLYMERS LIMITED

CIN : L27100MH1984PLC032637

Registered Office : 301 & 302, 3rd Floor, Peninsula Heights, C. D. Barfiwala Road, Andheri (West), Mumbai - 400 058.

Tel. : (91-22) 2621 6060/61/62/63/64 • E-mail : abstron@bhansaliabs.com • Website : www.bhansaliabs.com

BEPL/SEC/2025/145**26th August, 2025**

To The BSE Limited Corporate Relationship Department PhirozeJeejeebhoy Towers, Dalal Street, Mumbai - 400 001 Security Code: 500052	To The National Stock Exchange of India Ltd. Exchange Plaza, C-1, Block G, Bandra-Kurla Complex, Bandra (East), Mumbai - 400 051. Security Code: BEPL
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Sub: Business Responsibility and Sustainability Report (BRSR) for FY 2024-25.

Dear Sir/Madam,

Pursuant to Regulations 34(2) (f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed Business Responsibility and Sustainability Report for FY 2024-25, which also forms part of the Annual Report 2024-25, submitted to the Exchanges vide letter no. BEPL/SEC/2025/144 dated 25th August, 2025.

You are requested to take the same on record and oblige.

Thanking you,

Yours faithfully,

For **Bhansali Engineering Polymers Limited****Ashwin M. Patel**
Company Secretary & GM (Legal)

Encl.: As above

Annexure 7

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

OF BHANSALI ENGINEERING POLYMERS LIMITED

FOR THE FINANCIAL YEAR ENDED 31st MARCH, 2025

SECTION A: GENERAL DISCLOSURES

Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L27100MH1984PLC032637
2.	Name of the Listed Entity	Bhansali Engineering Polymers Limited
3.	Year of incorporation	1984
4.	Registered office address	301 & 302, 3 rd Floor Peninsula Heights, C.D Barfiwala Road, Andheri (West), Mumbai – 400058, Maharashtra
5.	Corporate address	Same as Registered Office Address
6.	E-mail	investors@bhansaliabs.com
7.	Telephone	+91-22-2621 6060 – 64/69106100
8.	Website	www.bhansaliabs.com
9.	Financial year for which reporting is being done	Financial year ended 31 st March, 2025
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	₹ 24,88,58,460/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ashwin M. Patel Ph: +91-22-26216060-64 / 69106100 Email ID: investors@bhansaliabs.com
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).	Consolidated Basis

Products / Services

14. 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	Petrochemical	Acrylonitrile Butadiene Styrene (ABS)	89.87%
		Styrene Acrylonitrile (SAN)	1.83%
		Trading Sales	8.30%

15. 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.	Acrylonitrile Butadiene Styrene Resins and Styrene Acrylonitrile Resins	2209	91.70%

**Operations**

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

Location	Number of plants	Number of offices	Total
National	2	7	9
International	NIL	NIL	NIL

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	25
International (No. of Countries)	3

b. What is the contribution of exports as a percentage of the total turnover of the entity? - The contribution of exports was 0.28% of the total turnover of the Company for the Financial Year ended 31st March, 2025.

c. A brief on types of customers: The Company manufactures and supply high-quality thermoplastic resins (specialized ABS & SAN resins) in Automobiles (Two/ Three/ Four Wheelers), Home Appliances (Refrigerator, Air conditioner), Television, Electronics, Healthcare, Kitchen appliances, Stationery items and toys etc.

Our, Customers are grouped into following Two categories:

1. **Business-to-Business (B2B):** Major Original Equipment Manufacturers (OEMs) in the automotive sector.
2. **Business-to-Emerging Corporate Accounts (B2ECA):** Micro, Small and Medium Enterprises (MSMEs).

Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B / A)	No.(C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	425	420	98.82	5	1.18
2.	Other than Permanent (E)	10	10	100	0	0
3.	Total employees (D + E)	435	430	98.85	5	1.15
WORKERS						
4.	Permanent (F)	71	71	100	0	0
5.	Other than Permanent (G)	260	260	100	0	0
6.	Total workers (F + G)	331	331	100	0	0

The Company respects differences that are fundamental to an individual's identity, such as age, gender, ethnicity, race, physical ability, mental ability and sexual orientation, as well as latent and invisible differences that shape our perspectives, like education, work experience, parental status, etc. The Company is committed to being an equal opportunity employer, maintaining dignity and respect for all.

The Company is committed to providing equal opportunity to all employees without regard to their race, caste, gender, religion, colour, nationality, disability, etc. All employees (including permanent, temporary, trainees, and contract employees) are treated with dignity with a view to maintaining a safe work environment.

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	1	1	100	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0

19. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67
Key Management Personnel (*)	4	0	0

(*) Includes Chairman & Managing Director, Executive Directors, CFO & Company Secretary

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23.56	0.24	23.80	23.42	0.53	23.95	19.83	0	19.83
Permanent Workers	9.40	0	9.40	7.36	0	7.36	5.56	0	5.56

Holding, Subsidiary and Associate Companies (including joint ventures)

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A; participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Bhansali Nippon A&L Private Limited	Joint Venture Company	50	Yes



CSR Details

22. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No): **Yes**

(ii) Turnover (in ₹) : **1,39,774.37 lakhs**

(iii) Net worth (in ₹) As on 31st March, 2025: **1,00,047.02 lakhs**

Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 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	Yes	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Investors (other than shareholders)	Yes	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Shareholders	Yes	58	NIL	Not Applicable	31	NIL	Not Applicable
Employees and workers	Yes	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Customers	Yes	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Value Chain Partners	Yes	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable
Other (please specify)	NIL	NIL	NIL	Not Applicable	NIL	NIL	Not Applicable

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following 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 (Indicate positive or negative implications)
1.	Air emissions and air quality management	Risk	The key parameter in measuring environmental performance is the control of emissions. The systems must be effectively maintained to ensure that emissions remain within the prescribed limits. Exceeding these limits could negatively affect community perception and result in regulatory consequences.	The Company is committed in preventing, reducing and mitigating air emissions and minimizing environmental impact through comprehensive policies. Initiatives include periodic air quality assessments, continuous monitoring of stack emissions to ensure effective emission control and continuous improvement in environmental performance.	Negative
2.	Occupational Health and Safety (OHS) and Environment Safety	Risk and Opportunity	<p>Employees in manufacturing of ABS and SAN Resins are exposed to various inherent operational risk, including high pressure and temperature operations, hazardous substances and heavy machinery. Developing a strong safety culture is critical for proactively mitigating these risks, which if unaddressed, can lead to financial losses, medical costs, legal liabilities, and reduced productivity.</p> <p>Leveraging our vast manufacturing expertise, we have safety culture that prioritizes employee well-being. This not only enhances operational efficiency but also instils confidence in the workforce, leading to improved product quality and cost savings over time.</p>	<p>The Company is committed to achieve zero harm, for which it has established robust incident reporting and investigation procedures supported by a Corrective and Preventive Action (CAPA) system. Routine safety meetings are conducted to review plant inspections, risk assessments, job safety analyses, and the implementation of the permit-to-work system.</p> <p>Advanced methodologies such as HAZOP studies, Quantitative Risk Assessments (QRA) and Environmental Impact Assessments (EIA) are also integrated into our safety framework. These discussions lead to the development of targeted remedial action plans aimed at mitigating operational risks and enhancing overall safety performance.</p>	Risk: Negative Opportunity: 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 (Indicate positive or negative implications)
3.	Business Ethics, Compliance, and Governance	Risk	<p>Risk: Non-compliance with regulatory and legal requirements may impair the Company's reputation.</p> <p>Strong and fully embedded commitment to ethical business practices strengthens our competitive edge in the market. By fostering a culture of integrity and accountability, we build trust with stakeholders, investors and the communities we serve.</p> <p>Non-compliance can result in serious consequences, including legal penalties, reputational damage, and operational disruptions. As such, maintaining robust compliance systems and regularly updating internal controls is critical to safeguarding the Company's operations and long-term sustainability</p>	<p>Key Managerial Personnel are responsible and accountable for ensuring effective, timely, and appropriate compliance with regulatory and legal mandates.</p> <p>We operate in accordance with a well-defined Code of Conduct, which sets the standard for ethical behaviour across the organization.</p> <p>To ensure transparency and accountability, the Company has implemented a Whistle Blower Policy. This policy empowers employees, vendors, and channel partners to confidentially report any concerns related to unethical business practices without fear of retaliation.</p> <p>The Company internally tracks and monitors applicable compliance obligations and renewal requirements. Regular internal and external audits, along with periodic reviews, are conducted to verify adherence to all regulatory mandates. The Company has also assigned Key Managerial Personnel with the responsibility of ensuring effective, timely and appropriate compliance with legal and regulatory requirements. This structured approach strengthens our governance framework and reinforces our commitment to operating with integrity and in full compliance with the law(s).</p>	Risk: 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 (Indicate positive or negative implications)
4.	Waste Management	Risk	<p>Manufacturing processes inevitably produce hazardous waste.</p> <p>Effectively managing the transportation, treatment, storage and disposal of such waste has both legal and operational challenges, requiring strict adherence to environmental regulations</p>	<p>Waste management practices includes (i) segregation at source, (ii) responsible disposal of hazardous waste and (iii) reducing waste.</p> <p>Waste disposal is carried out through appropriate methods ensuring that all waste is directed through authorised disposal channels adhering to laws and regulations of respective State Pollution Control Boards.</p> <p>The Company is fully committed to efficient, safe and responsible waste management.</p>	Negative
5.	Water Stewardship	Opportunity	<p>The Company's operations require significant amount of water for various industrial processes, which may have a impact on local water resources. Recognizing this, the Company is committed to responsible water management as a critical component of our sustainability strategy.</p>	<p>The Company believes in ensuring optimum utilisation of water resources through efficient usage. There is 'zero discharge' outside the plants and the treated water is used for development of green belt. The Company propose to recycle and reuse through RO system in expansion project.</p> <p>As part of our commitment to environmental sustainability, we have implemented a Zero Liquid Discharge (ZLD) system. It ensures that all wastewater is treated, recycled and reused within the facility, with no liquid waste being discharged into the environment. The treated water is then utilized for the development of our green belt, enhancing the ecological environment around our facility</p>	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 (Indicate positive or negative implications)
6.	Human Rights & Labour Conditions	Opportunity	The Company believes in equality, non- discrimination, integrity & ethics, customer satisfaction, accountability and having a culture of care and trust. This is embedded in its various corporate policies.	-	Positive
7.	Supply Chain Management	Risk and Opportunity	<p>Regular interactions with Stakeholders has helped in having long lasting business relationships resulting in responsible and sustainable operations.</p> <p>Suppliers are an integral part of our business. We recognize that our success is inter-connected with the performance and conduct of our supply chain partners.</p> <p>By fostering relationships built on responsibility, integrity, and compliance, we strengthen the entire business ecosystem. Our approach ensures that all partners operate in alignment with our values and standards, contributing to ethical, sustainable and efficient operations.</p>	Regular interactions with our stakeholders have been key to building long-lasting, mutually beneficial business relationships. These ongoing dialogues enable us to better understand their needs and concerns, fostering a collaborative environment. As a result, we are able to maintain responsible and sustainable operations that align with the expectations of all parties involved.	Risk – Negative Opportunity – 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 (Indicate positive or negative implications)
8.	Community Development	Opportunity	<p>With the motive of 'giving back to the society' the Company through various NGOs / Trusts helps in betterment of the weaker strata of the Communities in the nearby areas.</p> <p>We are committed to creating a long-term positive social impact through focused corporate social responsibility (CSR) initiatives. Our approach goes beyond compliance, aiming to support local development and well-being.</p>	-	Positive
9.	Economic Performance	Opportunity	<p>Identifying and responding to key demand dynamics in Indian markets is critical to meeting our operational targets. By closely monitoring market trends and proactively adapting the same, we ensure sustained business growth.</p> <p>We are committed to enhancing our economic performance through development of value-added offerings and integration of sustainable practices.</p> <p>This approach not only strengthens our market position but also supports long-term resilience and profitability.</p>	Not Applicable	Positive



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 and Core Elements. The NGRBC as prescribed by the Ministry of Corporate Affairs advocate nine principles referred as P1-P9.

P1	Governance with Ethics, Transparency and Accountability	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.
P2	Providing Sustainable Services	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.
P3	Promote Employees' Well-being	Businesses should promote the wellbeing of all employees.
P4	Stakeholder Engagement	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.
P5	Promote Human Rights	Businesses should respect and promote human rights.
P6	Reducing Environmental Impact	Businesses should respect, protect, and make efforts to restore the environment.
P7	Responsible Policy Advocacy	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.
P8	Inclusive Growth & Equitable Development	Businesses should support inclusive growth and equitable development.
P9	Providing Value to Customers	Businesses should engage with and provide value to their customers and consumers in a responsible manner.

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://www.bhansaliabs.com/policies								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, wherever required.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4.	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>Most of the principles are covered by our Code of Conduct which is in line with national and international standards and practices.</p> <p>The Company has ISO 9001-2015 certification (Quality Management Certificate) for its Manufacturing units.</p> <p>Further, Company has obtained accreditation under the BIS Certification for ABS Grades as per IS 17077 (Part 1):2022 and applied all relevant standards and norms in compliance with the same.</p>								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	-								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-								

Governance, Leadership and Oversight

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p> <p>Global warming and climate change continue to pose significant risks to economic stability, environmental security, and social well-being. As a responsible corporate citizen, we acknowledge the growing urgency to address these global concerns by aligning our business strategies with principles of sustainability and inclusive growth. Transitioning to a low-carbon, climate-resilient economy is no longer optional—it is imperative.</p> <p>Recognizing this, we have embedded Environmental, Social and Governance (ESG) principles at the core of our operations. The introduction of the Business Responsibility and Sustainability Report (BRSR) framework by SEBI for the top 1000 listed companies from FY 2022–23 marks a critical milestone in advancing sustainability reporting in India. We welcome this shift, which places non-financial disclosures on par with financial reporting, enhancing transparency and accountability in corporate performance.</p> <p>We recognize that building a sustainable and resilient business is a long-term commitment. We continue to reassess and align our policies and practices with national and global ESG standards. Our Board and senior leadership remain actively engaged in steering these efforts, ensuring that we deliver value not just to our shareholders, but to all stakeholders.</p> <p>As we move forward, we remain committed to transparency, accountability, and innovation in driving our ESG agenda, while contributing meaningfully to the broader vision of sustainable development.</p>																		
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Name: Mr. Babulal M. Bhansali Designation: Chairman & Managing Director DIN: 00102930</p>																	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>The Company has instituted a Board-level Safety, Health and Environment (SHE) Committee, which plays a critical role in providing strategic direction and oversight. This Committee ensures that safety, environmental and sustainability considerations are integrated in strategic initiatives, audit recommendations, and continuous improvement plans. It reinforces the Company's commitment to responsible operations and long-term value creation.</p> <p>The responsibility for sustainability-related decision-making rests with the Managing Director.</p>																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	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	<p>As a practice, Business Responsibility policies of the Company are reviewed periodically or on a need basis by Senior Leadership Team including Managing Director & Executive Director. During the assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures as required are implemented.</p>																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	<p>The Company is Compliant with relevant principles, applicable rules and regulations. Compliance to the regulatory requirement are reviewed on regular basis.</p>																	



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	The Company conducts periodic review of the charters, policies internally by the Senior Management and Board Committees which then drives the policies, projects and performance of basis aspects of business responsibility and sustainability.								

12. If answer to question (1) above is “No”, i.e. not all Principles are covered by a policy, reasons to be stated:

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	All principles are covered by policies								
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 or/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

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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 training and awareness 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 category covered by the awareness programmes
Board of Directors (BoD)	1	Business, strategy, risk, update of laws, Principles of Corporate Governance	100
Key Managerial Personnel (KMP)	1	Business, strategy, risk, update of laws, Principles of Corporate Governance	100
Employees other than BoD and KMPs	12	Induction Training, business ethics and values, Code of Conduct	100
	5	Advance MS Excel Training	29
	4	Technical Skill Enhancement Training	21
	9	Awareness on Health, Safety and Environment	100
	2	5-S Awareness Training	10
Workers	12	Induction Training, business ethics and values, Code of Conduct	100
	10	Awareness on Health, Safety and Environment	100

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year,** in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	Nil				
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	Nil				
Punishment					

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	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- **Yes, the Company has adopted the Code of Conduct and is steadfast in its commitment to uphold professionalism, fairness and integrity in all aspects of their business operations and relationships. Company's stance on bribery and corruption is unequivocal—we maintain a 'zero-tolerance' policy**
5. Number of Directors / KMPs/ employees/ workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		



6. Details of complaints with regard to conflict of interest:

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. – **No such instances.**

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics/Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL	NIL	NIL

Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same. – **The Company has processes on avoidance / management of conflict of interests involving members of the Board, which may arise due to Directors joining the Boards of other companies or conflicts which may take place during the course of normal business activities. The process allows the Directors to recuse themselves from the discussions pertaining to the matters, which could result in conflict of interest. The Directors have to exercise their responsibilities in a bonafide manner, in the interest of the Company. The Directors must avoid allowing external factors to influence their independent and objective judgment, ensuring their actions serve the Company’s paramount interests. Additionally, Directors must not abuse their positions to gain any personal benefit, whether directly or indirectly, at the Company’s expense. Any potential or actual conflict of interest involving a Board member must be promptly reported to the Chairman of the Audit Committee or the Chairman of the Board.**

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

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	118.28 lakhs (52.29%)	71.21 lakhs (100%)	All R&D Investments are focused at sustainable technologies and application development enabling customers in Automobiles, Home appliances and electrical industry to improve fuel efficiency, energy storage devices, human health and well-being from sustainable sources.
Capex	107.91 lakhs (47.71%)	Nil	Refer Point 6 of Leadership Indicator of Principle 6 (New R&D facilities and measuring technology) 1) Established technology to measure Volatile Organic Compounds in our product; 2) Installed new low temperature chamber for measuring impact data under low temperature, mainly required for developing new grades for auto-market; 3) Installed a new temperature and humidity controlled chamber for testing material under higher humidity condition. (New process development) 1) Successfully completed pilot plant trial to improve ETP performance; 2) Successfully completed Pilot trial to recover unreacted BDE monomer from reactor.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) - **The Company has a procedure for sustainable sourcing where all the new and existing supply chain partners are mandatorily evaluated on environment, health & safety and sustainability parameters before on-boarding. The key raw material viz. 'Styrene' and 'Acrylonitrile Monomers' are import dependent (as there is no indigenous producer for these monomers). The only raw material which is indigenously available is Butadiene monomer, which constitutes around 14 per cent of the total raw material consumption. Majority of the key raw material is sourced sustainably. The Company follows sustainable approach for ensuring optimum utilization of its resources.**
- b. If yes, what percentage of inputs were sourced sustainably? – **All key raw materials are sustainably sourced.**



3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste. **The Company's manufacturing plants are governed by the Consent to Operate and authorisation under the Hazardous Waste Management Rules. Under these Rules / Regulations, the Company has declared all its waste. All the wastes generated are handed over to disposal service providers who are authorised to do so by State Pollution Control Board, ensuring that the waste is properly disposed off.]**

Waste Type	Waste Management Procedure In Place
Plastic (including packaging)	The Company has a valid EPR Certificate under PWM Rules 2016 [as amended] for disposal of plastic waste through authorized PWP and obtain EPR credits. The philosophy of 3R viz. Reduce, Reuse and Recycle is in place. By addressing process breakdowns and arresting spills & leakages, the Company was in a position to reduce waste generation by around 10%. The packaging bags are used multiple (3 – 4) times for transportation of HRG. The bags are disposed in a phased manner, resulting in its reduced consumption.
E-waste	Disposed through authorized recycler base or through license vendor on requirement. Battery waste is returned to Supplier under buyback and records are maintained.
Hazardous waste	The Company has entered into agreement with PCB, Madhya Pradesh and Re-sustainability Ltd, Udaipur for disposal of hazardous waste generated at respective plant site.
Other waste	Bio-medical waste is disposed through authorized waste collector, approved by Madhya Pradesh Pollution Control Board.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. – **The Company acknowledges its responsibilities under the Extended Producer Responsibility (EPR) framework and confirms that EPR is applicable to its operations. While the Company manufactures intermediate products that serve as input materials for downstream industries, the packaging materials used become pre-consumer plastic waste for our customers. These materials are either recycled by the customers or managed through authorized channels.**

In alignment with its EPR obligations, the Company has implemented a robust waste management system. All waste packaging materials are handled through Waste Management Agencies (WMAs) and processed by CPCB-certified recyclers, in accordance with the EPR plan submitted to the Central Pollution Control Board (CPCB).

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? **No**

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.
Not Applicable					

2. If there are any significant social or environmental concerns and / or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action taken
Not Applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
NIL	NIL	NIL

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NIL	NIL	NIL	NIL	NIL	NIL
E-waste	NIL	NIL	NIL	NIL	NIL	NIL
Hazardous waste	NIL	NIL	NIL	NIL	NIL	NIL
Other waste	NIL	NIL	NIL	NIL	NIL	NIL

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
NIL	NIL



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:

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent Employees											
Male	420	25	5.95	420	100	0	0	0	0	0	0
Female	5	0	0	5	100	5	100	0	0	0	0
Total	425	25	5.88	425	100	5	1.18	0	0	0	0
Other than Permanent Employees											
Male	10	0	0	10	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	10	0	0	10	100	0	0	0	0	0	0

b. Details of measures for the well-being of workers:

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent Workers											
Male	71	0	0	71	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	71	0	0	71	100	0	0	0	0	0	0
Other than Permanent Workers											
Male	260	8	3.08	260	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	260	8	3.08	260	100	0	0	0	0	0	0

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

Benefits	FY 2024-25 Current Financial Year			FY 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.)
PF	420 (98.82%)	331 (100%)	Y	393 (98.25%)	313 (100%)	Y
Gratuity	421 (99.06%)	71 (21.45%)	Y	394 (98.50%)	78 (24.92%)	Y
ESI	NA	NA	NA	NA	NA	NA
Others – Superannuation fund	2 (0.47%)	0	Y	2 (0.50%)	NA	Y

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard. **Yes, the Company's plants and offices are accessible to differently abled employees.**

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 policy on hiring does not discriminate against persons with disabilities.**
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	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Grievance(s) by employees and workers need to be submitted to their supervisor who would take appropriate action to resolve the grievance(s) within 48 hours of its receipt. Supervisor to forward the unresolved grievance to Head of Department (HOD) within 72 hours of its receipt. HOD investigates the matter and takes suitable action (in coordination with the Human Resource Team) within 4 days of receipt of such grievance. The grievance remaining unresolved at this level is forwarded to the unit head. Further, Unresolved grievance, if any, is escalated to the KMP for final resolution.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	



7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2024-25 Current Financial Year			FY 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)
Total Permanent Employees	425	NIL	NIL	400	NIL	NIL
Male	420	NIL	NIL	397	NIL	NIL
Female	5	NIL	NIL	3	NIL	NIL
Total Permanent Workers	71	71	100	78	78	100
Male	71	71	100	78	78	100
Female	NIL	NIL	NIL	NIL	NIL	NIL

8. Details of training given to employees and workers:

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill up gradation		Total (D)	On Health and safety measures		On Skill up gradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	420	420	100	420	100	397	397	100	397	100
Female	5	5	100	5	100	3	3	100	3	100
Total	425	425	100	425	100	400	400	100	400	100
Workers										
Male	71	71	100	71	100	78	78	100	78	100
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	71	71	100	71	100	78	78	100	78	100

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No.(D)	% (D / C)
Employees						
Male	420	420	100	397	397	100
Female	5	5	100	3	3	100
Workers						
Male	71	71	100	78	78	100
Female	NIL	NIL	NIL	NIL	NIL	NIL

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?

The Company places highest priority on the health, safety and well-being of its employees, workers, and all relevant stakeholders. A robust Occupational Health and Safety Management System (OHSMS) has been implemented to maintain safe and healthy working conditions across all operational areas, including manufacturing units, offices, and research laboratories.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company has implemented a comprehensive Risk Management Framework as an essential component of its commitment to occupational health, safety, environmental protection and business continuity. This framework is crucial for the prevention of incidents, injuries, occupational diseases, emergency events and operational disruptions.

Key elements of the risk management process include:

Hazard Identification:

The plant sites follows a structured Hazard Identification through Plant inspections, Plant Safety Committee meeting, Job Safety Analysis & Risk Management Process.

Routine and Non-Routine Activity Risk Assessment:

All activities, whether routine or permit-based/project related, are assessed through tools such as Hazard Identification & Risk Assessment (HIRA), Job Safety Analysis (JSA) and adherence to Standard Operating Procedures (SOPs) before commencement.

Cross-Functional Team Involvement:

Risk assessments are carried out by trained, cross-functional teams to ensure diverse expertise and comprehensive analysis.

Advanced Safety Analysis Techniques:

Wherever applicable, techniques like Process Hazard Analysis (PHA), What-If Analysis and Failure Mode & Effect Analysis (FMEA) are used for risk evaluations.

Process and Functional Safety:

The Company has formal procedures in place for managing process safety and functional safety, supported by internal and external engineering reviews.



Hazardous Material Management/ Risk Evaluation:

The Company has detailed Quantitative Risk Assessments (QRA), HAZOP Studies, and engineering controls for handling Hazardous Material, which are periodically reviewed by qualified experts.

Employee & Contractor Involvement:

Employees and contractors are encouraged to actively identify and report unsafe conditions. These reports are systematically tracked and resolved to ensure ongoing risk mitigation.

Training & Competency:

Various training on Safety, Functional, Behavioral and Motivational aspects are provided to employees / workers, ensuring competency, awareness and accountability at all levels.

Internal and External Audits:

The Safety Management System is internally assessed on regular basis and reviewed by external qualified consultants. Recommendations are tracked and implemented, maintaining high standards.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) **Yes, we encourage our employees to report near-miss incidents identified through various modes, which is analysed by the Safety Committee. Each site has specific procedure for reporting of work-related hazard, injuries, unsafe condition and unsafe act.**
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) – **Yes**

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

Safety Incident / Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

12. Describe the measures taken by the entity to ensure a safe and healthy work place. – **The Company believes in providing healthy and safe working environment to its employees and workers. The Company follows effective incident and investigation procedures and CAPA System. In order to ensure healthy work place, following measures were taken:**

- ❖ **MICU Ambulance with better features is procured.**
- ❖ **Safety equipment’s Diphoterine kit, Electrical rescue hook, Water gel blanket, Motion Sensor are in place for enhanced safety of the employees.**
- ❖ **Lifeline installation at all the truck/tanker unloading stations**
- ❖ **Replacement of old firefighting equipment’s such as fire extinguishers/ hydrant valves etc. to enhance firefighting efficiency.**
- ❖ **Regular site safety inspections, trainings/TBT imparted to employees/workmen.**
- ❖ **Half Yearly Medical Check-ups for all employees.**

- ❖ **Reporting of near misses to prevent future incidents. PSSR etc. helps in keeping the employees safe & healthy at workplace.**
- ❖ **Celebration of safety week and Environment day to foster culture of safety and commitment to environment.**
- ❖ **Plant safety meetings are conducted at regular intervals wherein plant inspection, risk assessment, work method statement, job safety analysis, toolbox talk, HAZOP & permit to work system are discussed on regular basis.**

In order to mitigate any unforeseen eventualities, adequate emergency preparedness is put in place.

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

	FY 2024-25 Current Financial Year			FY 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
Working Conditions	NIL	NIL	NA	NIL	NIL	NA
Health & Safety	NIL	NIL	NA	NIL	NIL	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100% - Abu Road Plant - Plant Safety Audit & Electrical Safety audit are being conducted by Bureau Veritas India Private Limited whereas for Satnoor Plant the same is being conducted by Factory Inspector and Electrical Inspector as per schedule.
Working Conditions	100% - Safety inspection is not only being conducted internally but also by Competent person at Company's plants and offices



- 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.-

Preventive and proactive measures undertaken to minimize workplace accidents and ensure a safe working environment are as under:

- ❖ **HT Transmission (33 KV) Pole height increased as part of Safety improvement for Vehicle Transport movement.**
- ❖ **Boiler feed water tank level guage is provided with level switch indicator for annunciation in Boiler control room, to enhance quick response and immediate action.**
- ❖ **Audio alarm and Public address system provided at ETP (Effluent Treatment Plant) location for proper Emergency communication.**
- ❖ **Auto-control mechanism adapted for temperature control of Anti-oxidant solution tank to mitigate human intervention.**
- ❖ **Clearly defined job roles and responsibilities, including safety-related duties.**
- ❖ **Fire and emergency response preparedness, including mock drills and fire drills.**
- ❖ **Behaviour-Based Safety (BBS) programs to enhance safety culture.**
- ❖ **Daily Safety Plant Round.**
- ❖ **Annual safety audits (internal and external). Observations / concerns, if any, pointed by the auditors are discussed in detail and appropriate actions are immediately taken**

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N). **Yes, the Company has in place the Group Accident Policy and the Workmen Compensation Policy.**
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. **The Company monitors remittance of statutory dues by value chain partners as part of processing their bills on a regular basis with periodic audits.**
- Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

- Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No) - **Yes, subject to conditions, the Company provides assistance as and when required.**

5. 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	NIL
Working conditions	NIL

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners. **No such assessment was performed.**

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 identifies stakeholder groups or institutions which help in value addition / creating positive impact on its business performance through internal processes. Employees, workers, shareholders, investors, customers and communities etc. are inter-alia some of the identified stakeholders group which impacts the business operations.**

The Company follows a structured process to identify stakeholder groups that have significant influence on, or are impacted by its business activities. The process includes:

- Assessing departments and functions that directly interact with external entities.
- Reviewing operational, financial, and ESG performance areas to identify stakeholder dependencies;
- Engaging leadership, functional heads and compliance teams to determine strategic and operational relevance;
- Prioritizing stakeholders based on their potential to contribute to value creation, regulatory compliance or risk.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Worker	No	Emails, Internal Communication platforms, Notice Board	Regular	Updating on safety and health related issues, key initiatives undertaken by the Company, business performance, career growth & professional development etc.



Shareholders/ Investors	No	Email, newspaper, Advertisements, Annual General Meeting, Postal Ballot, Website	Real Time, Annual, periodic	Understanding their needs and expectations which are material to the Company. Key topics include company's financial performance, Business updates, ESG performance etc.
Communities	Yes	On site community meetings, Direct engagement and through the Company's CSR project implementation partners	As and when required	Initiatives for the betterment of society at large (Focusing on education etc.).
Customers & Suppliers	No	Email, SMS, Website	Regular	Engaging with customers and seeking feedback. Ensuring that quality raw materials are procured at competitive prices.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board. **The Company has set up various committees viz. CSR Committee, Stakeholder's Relationship Committee, Safety Health and Environment Committee etc. The CSR Committee, Risk Management Committee and Stakeholders' Relationship Committee are constituted by the Board and chaired by Independent Director. The committee-based governance model ensures that stakeholder feedback on economic, environmental, and social topics is appropriately reviewed, escalated when needed, and embedded into the Company's business strategies and sustainability objectives.**
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/ No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity. **Yes. The outcomes of stakeholder consultations, including concerns, expectations and material topics are analysed to identify key sustainability related issues that may impact the Company's operations or reputation.**
The Company formulates appropriate strategies, which aligns with business priorities and stakeholder expectations.
3. Provide details of instances of engagement with, and actions taken to; address the concerns of vulnerable/ marginalized stakeholder groups. **The Company believes in a fair and non-discriminatory treatment to all stakeholder needs and concerns.**

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:

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of Employees /Workers covered (B)	% (B/A)	Total (C)	No. of Employees /Workers covered (D)	% (D/C)
Employees						
Permanent	425	425	100	400	400	100
Other than permanent	10	10	100	NIL	NIL	NIL
Total Employees	435	435	100	400	400	100
Workers						
Permanent	71	71	100	78	78	100
Other than permanent	260	260	100	235	NIL	NIL
Total Workers	331	331	100	313	78	24.92

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

Category	FY 2024-25 Current Financial Year					FY 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)
Employees										
Permanent										
Male	420	NIL	NIL	420	100	397	NIL	NIL	397	100
Female	5	NIL	NIL	5	100	3	NIL	NIL	3	100
Other than Permanent										
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	425	NIL	NIL	425	100	400	NIL	NIL	400	100
Workers										
Permanent										
Male	71	NIL	NIL	71	100	78	NIL	NIL	78	100
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Other than Permanent										
Male	260	NIL	NIL	260	100	235	235	100	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	331	NIL	NIL	331	100	313	235	75.07	78	24.92



3. Details of remuneration/ salary/ wages, in the following format

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	622.12 lakhs P.A	1	3.90 lakhs P.A
Key Managerial Personnel	4	632.91 lakhs P.A	0	0
Employees other than BoD and KMP	493	3.89 lakhs P.A	5	6.80 lakhs P.A
Workers	71	3.96 lakhs P.A	0	0

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**

5. Describe the internal mechanisms in place to redress grievances related to human rights issues – **The grievances related to human rights are addressed through the same structured mechanism, used for other type of grievances. The grievances, as and when received, are addressed by the respective Plant Heads /Project Managers / Head of Department in coordination with Human Resource Department. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue /complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance, if required, is sought from regulatory authority.**

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

	FY 2024-25 Current Financial Year			FY 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	NIL	NIL	NA	NIL	NIL	NA
Discrimination at Workplace	NIL	NIL	NA	NIL	NIL	NA
Child Labour	NIL	NIL	NA	NIL	NIL	NA
Forced Labour / Involuntary Labour	NIL	NIL	NA	NIL	NIL	NA
Wages	NIL	NIL	NA	NIL	NIL	NA
Other human rights related issues	NIL	NIL	NA	NIL	NIL	NA

7. Mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases -

The Company is committed to fostering a workplace built on the principles of integrity, respect and inclusion. The Whistle Blower Policy empowers employees to report unethical practices, non-compliance, or any conduct detrimental to the Company without fear of retaliation. This mechanism ensures that concerns, including those with financial or reputational implications, are addressed promptly and confidentially.

The Company's Code of Conduct outlines the expected standards of responsible behaviour across all levels in the organization. The Company places highest importance on upholding the dignity and respect of every employee, regardless of gender, hierarchy or background.

To ensure a safe and equitable environment, the Company has constituted an Internal Committee to investigate and address complaints related to sexual harassment. The Company actively promotes diversity and inclusion, encouraging all employees to bring their authentic selves to work and contribute fully with their skills, experiences, and perspectives.

8. Do human rights requirements form part of your business agreements and contracts? **Yes, the Company has included compliance with human rights requirements as a part of its standard terms and conditions in the Agreements / Contracts entered into with the Suppliers and Customers.**

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	NIL
Forced/involuntary labour	NIL
Sexual harassment	NIL
Discrimination at workplace	NIL
Wages	NIL
Others – please specify	-

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above – **Not Applicable**

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints - **Not Applicable as there have been no grievances / complaints of human rights violation received by the Company.**
2. Details of the scope and coverage of any Human rights due-diligence conducted - **The Company has not conducted any human rights due-diligence during FY 2024-25.**
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016 - **The Company's offices are accessible to differently abled visitors, in line with the requirements under the Rights of Persons with Disabilities Act, 2016.**
4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Currently, this is not being assessed.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above – **Not Applicable**



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

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total electricity consumption (A)	123695878 MJ	122756612 MJ
Total fuel (HSD) consumption (B)	3563645 MJ	4696407 MJ
Total fuel (LSHS) consumption (C)	67735215 MJ	66861287 MJ
Energy consumption through other sources (Coal) (D)	121726783 MJ	129101808 MJ
Total energy consumption (A+B+C+D)	316721521 MJ	323416114 MJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0227	0.0265
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency- No

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 - **The Company does not have any sites / facilities identified 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	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water (River Water)	1,44,000	1,44,000
(ii) Ground water	81,787	1,24,415
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,25,787	2,68,415
Total volume of water consumption (in kilolitres)	2,25,787	2,68,415
Water intensity per rupee of turnover (Water consumed / turnover)	1.8481 KL/Lakh	2.197 KL / Lakh
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

The Company has installed DWLR – Digital Ground Water Level recorder & Digital Flow meters with Telemetry for effectively monitoring of ground level water as per Central Ground Water Authority (CGWA) guidelines

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? **The Company has not conducted any independent assessment / evaluation by any external agency.**

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation
 - **Yes, the Company has implemented a mechanism for Zero Liquid Discharge. (i) New Sewage Treatment Plant of 25KLD was installed at Abu Road plant and treated water is used for gardening / horticulture. (ii) The waste water generated at both the Plants is treated in the Effluent Treatment Plant (ETP) and the treated water is used for development of green belt and gardening purpose, resulting in 'Zero Discharge'. (iii) New pipeline has been installed for reuse of excess water from high pressure water jet cleaning machine; (iv) New Green Belt water distribution line has been installed at corridor and Boiler area for better growth of plantation; Zero Liquid Discharge will also be considered in upcoming Brown Field expansion project.**
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format: (Satnoor Plant)

Parameter	Please specify unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
NOx	µg/m ³	21.1 µg/m ³	20.79 µg/m ³
Sox	µg/m ³	12.00 µg/m ³	10.65 µg/m ³
Particulate Matter (PM) (less than 10 micron)	µg/m ³	60.86 µg/m ³	55.41 µg/m ³
Persistent organic pollutants (POP)	Nil	Nil	Nil
Volatile organic compounds (VOC)	Nil	Nil	Nil
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others – please specify	Nil	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? – **Yes, the Independent assessment has been conducted by Anacon Laboratories Pvt Ltd for Satnoor plant.**

Please provide details of air emissions (other than GHG emissions) by the entity, in the following format: (Abu Road Plant)

Parameter	Please specify unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
NOx	µg/m ³	13.2 µg/m ³	16.2 µg/m ³
Sox	µg/m ³	8.6 µg/m ³	8.8 µg/m ³
Particulate Matter (PM) (less than 10 micron)	µg/m ³	68.9 µg/m ³	70.9 µg/m ³
Persistent organic pollutants (POP)	Nil	Nil	Nil
Volatile organic compounds (VOC)	Nil	Nil	Nil
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others – please specify	Nil	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? – **Yes, the Independent assessment has been conducted by SCS Enviro Services Private Limited for Abu Road Plant.**



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

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	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 - **No**

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.- **No**

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	Nil
Bio-medical waste (C)	0.008569 MT	0.002743 MT
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	0.429	Nil
Radioactive waste (F)* - Rod type radioactive source	Nil	11
Other Hazardous waste Please specify, if any (G)-	ETP sludge- 0.178 MT Latex Sludge- 148.31 MT Lime Sludge- 245.049 MT	Latex Sludge- 123.316 MT Lime Sludge- 275.017 MT ETP Sludge – 0.155 MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Spent Resin Waste- Nil Oily Racks- 0.02 MT Spent Oil- 0.75 MT	Spent Resin Waste- Nil Oily Racks- 0.04 MT Spent Oil- 0.15 MT
Total (A+B + C + D + E + F + G + H)	394.744 MT	398.680 MT
* Unit of measurement is in Number.		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- **No**.

9. 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 wastes. **The Company has entered into Agreement(s) with entities authorized by the State Pollution Control Board for collection, transportation, treatment, storage and disposal of hazardous /other waste through pre-processing. The disposal pathway is determined on the basis of characteristics of waste generated and as per MoEF, CPCB and SPCB rules and guidelines as issued from time to time. Further, ETP Sludge is being sent to Re-Sustainability Ltd, Udaipur for Co-processing in cement plant whereas discarded containers / barrels are being reused in process or sold to the authorized recyclers. New electrical batteries are procured under buy- back scheme from the authorised dealers and OEMs.**
10. 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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Abu Road (Forest NOC)	Petrochemical Plant	Environment Clearance and approvals are required from Ministry of Environment, Forest and Climate Change (for Satnoor Plant) and State Level Environment Assessment Authority, Rajasthan (for Abu Road Plant). The Company has received the aforesaid Environment Clearance (EC) and are available on the website of the Company Further, Six monthly Environmental Clearance compliance report is being submitted to MOEF for 50.000 MTPA HRG Production.
2	Abu Road (Wildlife NOC)		
3	Satnoor (Forest NOC)		
4	Satnoor (Wildlife NOC)		

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Expansion for manufacturing of ABS [Acrylonitrile Butadiene Styrene] Resin From 1,30,000 TPA to 2,00,000 TPA & SAN [Styrene Acrylonitrile] Resin from 7,000 TPA To 25,000 TPA] at Plot No. 138-143, Ambaji Industrial Area, Abu Road, District Sirohi Rajasthan	S.O 1533 (E) (amended thereof)	14 th Sept., 2006	Yes. M/s. J.M. Environet Pvt. Ltd.	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=SI%2FRJ%2FIN%2F440112%2F2023&proposal=7874737



12. 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: **Yes, the Company has ensured compliance with the applicable environmental laws, regulations, guidelines in India viz., Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder.**

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	NIL	NIL
Total fuel consumption (B)	NIL	NIL
Energy consumption through other sources (C)	NIL	NIL
Total energy consumed from renewable sources (A+B+C)	NIL	NIL
From non-renewable sources		
Total electricity consumption (D)	123695877 MJ	122756612 MJ
Total fuel consumption (E)	71298860 MJ	71557694 MJ
Energy consumption through other sources (F)	121726783 MJ	129101808 MJ
Total energy consumed from non-renewable sources (D+E+F)	316721520 MJ	323416114 MJ

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 - **No**

2. Provide the following details related to water discharged:

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
– No treatment	NIL	NIL
– With treatment – please specify level of treatment	NIL	NIL
(ii) To Groundwater		
– No treatment	NIL	NIL
– With treatment – please specify level of treatment	NIL	NIL
(iii) To Seawater		
– No treatment	NIL	NIL
– With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third-parties		
– No treatment	NIL	NIL
– With treatment – please specify level of treatment	NIL	NIL
(v) Others		
– No treatment	NIL	NIL
– With treatment – please specify level of treatment	NIL	NIL
Total water discharged (in kilolitres)		

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 - **No**

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): **Not Applicable**

For each facility / plant located in areas of water stress, provide the following information: Not Applicable as neither of the Company's plants is in areas of water stress.

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA



Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
– No treatment	NA	NA
– With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
– No treatment	NA	NA
– With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
– No treatment	NA	NA
– With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
– No treatment	NA	NA
– With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
– No treatment	NA	NA
– With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	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- **No**

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

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover		NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	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- **No**

5. With respect to the ecologically sensitive areas reported at Question 10 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. **Environment Clearance and approvals are required from Ministry of Environment, Forest and Climate Change (for Satnoor Plant) and State Level Environment Assessment Authority, Rajasthan (for Abu Road Plant). The Company has received the aforesaid Environment Clearance (EC) and are available on the website of the Company. Further, there was no significant direct or indirect impact of the business operations on biodiversity at the Company's Plants.**

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken for	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Reliability & Process Improvement	<ul style="list-style-type: none"> RCBO (Residual Circuit breaker with Overload Protection) provided to all residential DB for better reliability and safety. Surge protection device (SPD) provided for critical applications for better reliability and safety. PT (Pressure Transmitter) provided to Stripper transfer pump for online monitoring and operation control. 	Improved system reliability and Process performance
2	Safety	<ul style="list-style-type: none"> Implementing integrated solar light arrangement for ETP & Residential area Copper plate double earthing provided in communication tower and weight bridge Provided acoustic hood to San Plant Pellet Conveying blower to reduce the noise level in SAN2 plant. Provided a new operating platform for chilled brine valve operation in SAN plant for ease in operation and enhanced safety of the plant. Repainted monomer storage tanks with heat shield paint to minimize/ prevent heat transfer to monomer from sunlight/atm. 	Improved safety
3	To save energy	<ul style="list-style-type: none"> Variable Frequency Drive (VFD) installed for DM water pump and root blower to conserve energy Integrated Solar lights / water heater are installed to conserve Electrical energy Thermosyphon system installed to all three SPS reactors to ensure safe operation and to conserve electrical power consumption (2160 KW/ month). Energy audit conducted for Air and N2. External Steam trap audit conducted and Steam insulation Jacket provided at various location to conserve energy. Zero Loss Moisture air traps installed in compressed air circuit. Heat Exchanger installed in F&D section for Heat recovery from waste water Installed VFDs on the cooling tower fan motors with temperature controllers to optimize the fan operation & reduce power consumption. Carried out air leak survey to save on power by identifying leakages in compressed air and N2 lines/system. Replaced 205 m² main line insulation from LRB to perlite type: Reducing heat loss from the main 6" pipeline due to aging effects. 	Reducing energy losses Reduction in heat losses



Sr. No.	Initiative undertaken for	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4	Safety and To save energy and improve environment	<ul style="list-style-type: none">• Audio alarm and Public address system provided at ETP (Effluent Treatment Plant) location for proper Emergency communication.• At the discharge of Effluent treatment Plant, Electronic Flow meter installed to measure accurate discharge flow and maintain effluent treatment.• Treated water Sprinkler system installed at ETP to maintain Green belt area for proper distribution.• Installation of a new earth pit in the plant, replacing the existing higher-value pit (06 nos.), along with the provision of a dedicated earth pit for the DCS: These enhancements contribute to improved plant electrical safety and reliability for the DCS.	<p>To improve proper communication in Emergency.</p> <p>To improve water conservation.</p> <p>Improved Plant Safety</p>

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link- **The On-Site and Offsite Emergency Management Plan (OSEMP/ ONEP) is a document, which describes the emergency organization structure, responsibilities of key personnel, communication means and emergency response strategies to control major incidents. This plan has been drafted after a thorough analysis and assessment of various risks associated with the process and storage of various chemicals in the Company's factory.**
8. 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 - **NIL**
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts - **No such assessment was carried.**

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 – 1 (One)
- 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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	All India Association of Industries	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 the authority	Brief of the case	Corrective action taken
Not Applicable, as no adverse orders were passed by regulatory authorities against the Company.		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
NIL					

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

2. Provide information on project(s) for which on-going Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: **No rehabilitation and resettlement were undertaken by the entity during this reporting period.**

S. No.	Name of Project for which R&R is on-going	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						



3. Describe the mechanisms to receive and redress grievances of the community. - **The Company has established a structured process to receive and address concerns or grievances from the community. At each site, a dedicated committee comprising members from key departments' viz. Administration, Security, Safety, Health & Environment (SHE) is responsible for managing this process.**

Grievances, whether written or verbal, are formally received and reviewed. Wherever required, a joint field visit or investigation is conducted to assess the issue first hand. The Committee ensures that concerns are addressed appropriately and in a time bound manner. All grievances are recorded, tracked and monitored till its closure.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	2497.92 lakhs	2420.32 lakhs
Sourced directly from within the district and neighboring districts	952.11 lakhs	889.61 lakhs

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): **No such assessment was carried.**

Details of negative social impact identified	Corrective action taken
NIL	NIL

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Though the Company has undertaken various CSR activities, it has not undertaken CSR activity in designated aspirational districts identified by government bodies.

S. No.	State	Aspirational District	Amount spent (in ₹)
Not Applicable			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) - **No, the Company does not have a preferential procurement policy.**
- (b) From which marginalized /vulnerable groups do you procure? - **Not Applicable**
- (c) What percentage of total procurement (by value) does it constitute?- **Not Applicable**

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

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

5. Details of corrective actions taken or underway based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
In the financial year 2022-23, the Company had spent ₹ 2432.49 lakhs on various CSR Activities as against the CSR obligation of ₹ 666.34 lakhs. Out of the surplus amount of ₹ 1766.15 lakhs, an amount of ₹ 741.39 lakhs, being the CSR Obligations for FY 23-24 & ₹ 606.22 Lakhs, being CSR Obligations for FY 24-25 was set off and the remaining amount of ₹ 418.54 lakhs is carried forward for set-off in succeeding financial year(s).			

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. **The Company is into B2B and does not offer its products to ultimate consumers. Feedback is obtained from the B2B customers on the product quality and services. This feedback is evaluated internally and appropriate actions are taken in order to meet B2B customer expectations.**

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	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:

	FY 2024-25 Current Financial Year		Remarks	FY 2023-24 Previous Financial Year		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data privacy	NIL	NIL	NIL	NIL	NIL	Not Applicable
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	NIL	Not Applicable
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. **Yes. The Company has established a comprehensive internal framework for cyber security to safeguard its digital infrastructure and mitigate associated risks. This framework includes preventive measures, monitoring systems, and response protocols designed to protect sensitive data and ensure business continuity. While the Cyber security Policy is not publicly disclosed due to security considerations, it is actively implemented and regularly reviewed to address emerging threats and maintain a robust defense against cyber risks.**
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, as there were no issues or concerns related to advertising, delivery of essential services, cyber security, penalties or actions initiated by regulatory authorities for safety of the Company's products.**

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). **The Company's Products can be accessed on the Website <https://www.bhansaliabs.com/product-finder>**
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. – **Information on safe and responsible usage of product is provided on Material Safety Data Sheet (MSDS).**
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. - **The Company is into B2B and hence not applicable.**
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) **The Company adheres to all applicable laws and regulations on product labelling. Material Safety Data Sheet (MSDS) are made available to the B2B customers for safe handling and storage of ABS and SAN resins.**
5. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches along-with impact- **There were no instances of data breaches.**
 - b. Percentage of data breaches involving personally identifiable information of customers – **NIL**