



**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING**

**Section-A: GENERAL DISCLOSURES**

**PART-I: DETAILS OF THE LISTED ENTITY**

1	<b>Corporate Identification Number (CIN) of the Listed Entity</b>	L24119DL1989PLC036264
2	<b>Name of the Listed Entity</b>	M/s. Bharat Rasayan Limited
3	<b>Year of Incorporation</b>	1989
4	<b>Registered office address</b>	1501, Vikram Tower, Rajendra Place, New Delhi - 110 008.
5	<b>Corporate address</b>	1501, Vikram Tower, Rajendra Place, New Delhi - 110 008.
6	<b>Email</b>	investors.brl@bharatgroup.co.in
7	<b>Telephone</b>	91-11-43661111
8	<b>Website</b>	<a href="https://www.bharatgroup.co.in">https://www.bharatgroup.co.in</a>
9	<b>Financial year for which reporting is being done</b>	31st March, 2023
10	<b>Name of the Stock Exchange(s) where shares are listed</b>	National Stock Exchange of India Limited
11	<b>Paid-up Capital</b>	₹415.52 Lakhs
12	<b>Name and contact details (if any query related to BRSR)</b>	Name: Nikita Chadha Designation: Company Secretary Email ID: nikita.bahl@bharatgroup.co.in Telephone Number: 91-11-43661112
13	<b>Reporting boundary</b>	The disclosures under this report are made on a standalone basis.

**PART-II: PRODUCTS/SERVICES**

**14) Details of business activities (accounting for 90% of the turnover)**

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Chemical and Chemical Products, Pharmaceuticals, Medicinal Chemicals and Botanical Products	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Agrochemicals	20211 and 20299	100%



**PART-III: 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	1	3
International	N.A.	N.A.	N.A.

17) Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	21
International (No. of Countries)	24

b) What is the contribution of exports as a percentage of the total turnover of the entity?  
55.12%

c) A brief on types of customers

The Company serves various customers through its domestic business and also multinational agrochemical companies and other traders through the export business. The Company's products are consumed within India as well as across the globe.

**PART-IV: EMPLOYEES**

18) Details as at the end of Financial Year

a) Employees and Workers (Including Differently Abled)

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1	Permanent (D)	797	774	97%	23	3%
2	Other than permanent (E)	Nil	Nil	Nil	Nil	Nil
<b>3</b>	<b>Total employees (D + E)</b>	<b>797</b>	<b>774</b>	<b>97%</b>	<b>23</b>	<b>3%</b>
<b>WORKERS</b>						
4	Permanent (D)	Nil	Nil	Nil	Nil	Nil
5	Other than permanent (E)	943	943	100%	Nil	Nil
<b>6</b>	<b>Total workers (D + E)</b>	<b>943</b>	<b>943</b>	<b>100%</b>	<b>Nil</b>	<b>Nil</b>

b) Differently Abled Employees and Workers

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	Nil	Nil	Nil	Nil	Nil
2	Other than permanent (E)	Nil	Nil	Nil	Nil	Nil
<b>3</b>	<b>Total differently abled employees (D + E)</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
1	Permanent (D)	Nil	Nil	Nil	Nil	Nil
2	Other than permanent (E)	Nil	Nil	Nil	Nil	Nil
<b>3</b>	<b>Total differently abled workers (D + E)</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>



**19) Participation/Inclusion/Representation of Women**

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	1	10%
Key Management Personnel	3	1	33%

**20) Turnover rate for permanent employees and workers**

	FY 2022-23 (Turnover rate in Current FY)			FY 2021-22 (Turnover rate in Previous FY)			FY 2020-21 (Turnover rate in the year prior to the Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	38.95	37.21	38.91	25.10	21.62	25.03	27.84	12.12	27.53
Permanent Workers	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

**PART-V : HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**

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

S. No.	Name of the holding/ Subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture (B)	% of shares held by listed entity (C)	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Nissan Bharat Rasayan Private Limited	Joint Venture	30%	No, entity have their own business responsibility initiatives and generally do not participate in business responsibility initiatives of the Company.

**PART-VI : CSR DETAILS**

(₹ in Lakhs)

22)	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
	(ii) Turnover	₹ 1,23,434.36
	(iii) Net worth	₹ 90,128.93
	(iv) Total Amount Spent on CSR for FY 2022-23	₹ 439.32



**PART-VII : TRANSPARENCY AND DISCLOSURE COMPLIANCES**

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

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 2022-23			FY 2021-22		
		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	The Company has an internal department dedicated to implementing its CSR policy and Grievance Redressal of Communities. Company carries out the CSR activities through the help of Registered trusts/ Societies or company established under Section 8 of the Companies Act, 2013 having a track record of 3 years in undertaking similar projects or programs proposed to be undertaken by the company in accordance with the provisions of Section 135 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014. The CSR Policy Document may be found at <a href="https://www.bharatgroup.co.in/bharat-rasayan/images/75iuf_POLICY-CSR-BRL.pdf">https://www.bharatgroup.co.in/bharat-rasayan/images/75iuf_POLICY-CSR-BRL.pdf</a> on the Company's website.	NIL	NIL	--	NIL	NIL	--
Investors (other than shareholders)	Yes, Policy available at the following address: <a href="https://www.bharatgroup.co.in/bharat-rasayan/images/78iuf_POLICY-VigilMechanism-BRL.pdf">https://www.bharatgroup.co.in/bharat-rasayan/images/78iuf_POLICY-VigilMechanism-BRL.pdf</a>	NIL	NIL	--	NIL	NIL	--
Shareholders	Yes, Policy available at the following address <a href="https://www.bharatgroup.co.in/bharat-rasayan/images/Policy_IGR.pdf">https://www.bharatgroup.co.in/bharat-rasayan/images/Policy_IGR.pdf</a>	39	2	--	66	NIL	--
Employees and workers	Yes, Policy available at the following address <a href="https://www.bharatgroup.co.in/bharat-rasayan/images/Policy_Employees_and_Workers.pdf">https://www.bharatgroup.co.in/bharat-rasayan/images/Policy_Employees_and_Workers.pdf</a>	NIL	NIL	--	NIL	NIL	--
Customers	Yes, Policy available at the following address <a href="https://www.bharatgroup.co.in/bharat-rasayan/images/Policy_Customers.pdf">https://www.bharatgroup.co.in/bharat-rasayan/images/Policy_Customers.pdf</a>	NIL	NIL	--	NIL	NIL	--
Value Chain Partners	Yes, Policy available at the following address <a href="https://www.bharatgroup.co.in/bharat-rasayan/images/Policy_Value_Chain_Partners.pdf">https://www.bharatgroup.co.in/bharat-rasayan/images/Policy_Value_Chain_Partners.pdf</a>	NIL	NIL	--	NIL	NIL	--



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

S.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.	Ethical Business Practices	Risk	Running our daily activities in an ethical way	Development of Code of Conduct and Policies and Programmes for avoiding unethical practices	Any instance of unethical practices have the risk of tarnishing our reputation and attracting fine penalties.
2.	Employee Health, Safety, Well-Being and Working condition	Risk and Opportunity	Providing a safe and healthy work environment for all employees and ensuring fair employment practices.	Implementation of HSC insuring periodic internal audits, training all employees and workers on safe working practices	The nature of operations of the Company exposes our employees to avoid range of occupational health hazards as well as safety risks due to complexity of operational requirements
3.	Climate Change	Risk	Climate change risk are increasingly manifesting in our business as strategic risks	A holistic approach towards energy efficiency, renewable energy required	Increased operating costs in meeting the required environmental standards

**Section-B: MANAGEMENT AND PROCESS DISCLOSURES**

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Policies are uploaded on the website of the Company at <a href="http://www.bharatgroup.co.in">www.bharatgroup.co.in</a> under Investors Module								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, relevant policies are applicable to stakeholders/ value chain partners.								
4. Name of the national and international codes/certifications/ labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Yes. Policies have been developed considering relevant national standards acts like Factories Act, 1948, Companies Act, 2013, The Listing Regulations and various other statutes. Also the company holds ISO Certificates namely ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO 50001:2018								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has following commitments and targets for FY 2023-24:- GMP Certified & ZLD - Unit								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We are re-cycling and re-using our waste water generated at our manufacturing plant within the premises.								



## **Governance, Leadership and Oversight**

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).

The Company believes that sustainable business is founded on good Corporate Governance ('business principles'), with a triple bottom line focus i.e. economic, environmental and social performance creating value for all stakeholders, driven by robust business processes and continued growth. The Company focusses on efficient deployment of resources, including people, processes and materials with a view to create value for all its stakeholders. This ensures that the Company embeds balance in its engagement with all stakeholders, keeping the community at the core of whatever the Company does.

Company undertakes wide-ranging initiatives to minimize adverse environmental impacts from our operations, products and services by implementing environmentally friendly processes and practices and using materials that avoid, reduce and control pollution. Our strong corporate governance mechanism ensures compliance with relevant environmental laws and effective operation of various pollution control facilities.

Company is having a Zero liquid discharge unit. The company have Effluent treatment plant, Multi effect evaporator, ATFD and Reverse osmosis plant. All the treated effluent is recycled back to process and cooling towers. The sludge/salt generated is disposed off at Pollution Control Board approved Treatment, Storage and Disposal facility (TSDF).

The company is constantly in pursuance with R&D and quality dept. to develop products with less emissions & residues in order to reduce the impact of hazardous emissions & waste and also company collects, store hazardous waste generated from the operations. The company disposes off all the waste of Pollution Control Board approved disposal facility and also to authorized recyclers.

8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).**

The Board of Directors of the Company, is the highest authority, instrumental to protect and enhance shareholders value. The Board ensures that the Company has a clear vision, mission and goals to fulfil and exceed the expectations of its stakeholders.

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

Yes. The Chairman and Managing Director of the Company monitor various aspects of social, environmental, governance and economic responsibilities on a continuous basis.



**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
Performance against Above policies and follow up action	Policies and procedures are reviewed periodically or on a need basis by the department heads and the management. During this assessment, the efficiency of the policies is reviewed and necessary changes to policies and procedures are implemented.									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the regulations as applicable									
<b>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.</b>		<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
		From a best practices perspective as well as from a risk perspective, policies are periodically evaluated and updated by various departmental heads and approved by the management or Board. An internal assessment of the working of the BR policies is done regularly. In due course, the Company may have an external assessment for the same also.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial 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)									
- Not Applicable -									

**SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURES**

**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 programs 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 by the awareness programmes
Board of Directors	4	Refer below mentioned Note (i)	100%
Key Managerial Personnel	10	Refer below mentioned Note-(ii)	97%
Employees other than BOD and KMPs	208	Refer below mentioned Note-(iii)	96%
Workers	N.A.	N.A.	N.A.



**Notes:**

- (i) 1. Six Waste Management Rules, 2016 & Amendments; 2. Leadership & Process Safety; 3. Training on Environmental Sustainability by IIT-Roorkee; and 4. Operations of Fire Fighting Equipments.
- (ii) 1. Operation of Fire Fighting Equipments; 2. Leadership & Process Safety/Safety Culture Enhancement; 3. Six Waste Management Rules, 2016 & Amendments; 4. First aid of Chemical Burn-Diphoterine; 5. Basis First Aid Training & Chemical Process Safety; 6. Fire Fighting/ Fire Safety & Wet Drill; 7. Oxygen Cylinder Handling; 8. General Gas column performance test; 9. Training on Work Permit and JSA; and 10. Behaviour Based Safety.
- (iii) 1. Operation of Hydrant Point; 2. ERT - Fire Fighting Operation; 3. Chemical Process Safety & Emergence Preparedness; 4. SCBA + Chlorine Kit + Fire Fighting Operation; 5. PPE's & Emergency Preparedness; 6. First Aid Training in Chemical Burn & Cylinder Operation; 7. Fire Extinguisher - Emergency Preparedness; 8. First Aid Training in Chemical Burn & Cyanide Antidot Kit; 9. PPE's & Emergency Preparedness; 10. ERT - Chemical Process Safety; 11. Scrubber / Ventury Operations; 12. Chemical Process, Industrial - Safety, Kaizen; 13. Good Documentation Practices; 14. Operation of STP, Water Conservation, Chemical Process Safety; 15. Emergency Preparedness/ Fire Fighting Equipment Operation; 16. Chemical Safety/ Chlorine Leakage Kit; 17. Basic First Aid + Fire Fighting - Wet draill & Chemical; 18. Chlorine Handling & Fire Monitor Handling; 19. Warehouse & Logistics Instruction during loading/pacing/stacking; 20. Safety Culture enhancement; 21. Training on work permit & JSA etc.; 22. Unit Operation; 23. Flash Point; 24. MSDS; 25. TLV; 26. HAZCHEM CODE; 27. NFPA; 28. WORK PERMIT; 29. Importance of DUKE; 30. Lockout & Tag Out; 31. On-Site & Off-Site Emergency; 32. Use of Compressed Air; 33. Machine Guarding; 34. Electrical Safety; 35. Upper Explosive Limit; and 36. Lower Explosive Limit etc.
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 Requirements) Regulations, 2015 and as disclosed on the entity's website)**

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

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

<b>Case Details</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>
	N.A.



**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 have an anti-corruption or anti bribery policy in place. The Company's Code of Ethics, Anti-Corruption and Anti-Bribery Policy describe company's zero tolerance. Towards bribery and corruption. As per the policy, the Directors and the employees of the Company are strictly prohibited, whether directly or indirectly, personally or through the mediation of third parties, to be involved in corrupt activities, offer, give, promise, request and receive payments or make payments to simplify administrative, bureaucratic and other formalities in any form including cash, valuables, services or other benefits to any person or from any persons or organizations, including governments and local authorities, government officials, private companies and its representatives. Policy encouraged to all directors or employees to raise concerns about any actual or suspected cases of bribery and corruption at the earliest possible stage. Anti-Corruption and Anti-Bribery Policy is available on the Company's website at <https://www.bharatgroup.co.in/bharat-rasayan/investor-desk.php>.

**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 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions on cases of corruption and conflicts of interest.**

- Nil -

**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
No awareness programmes are conducted for the value chain partners; however, Company conducts the meetings with the value chain partners to aware them the major aspects of the company business related to the services they will provide to the company.		



2. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No). If Yes, provide details of the same.**

Yes. In accordance with laid down provisions of Companies Act, the Company receives an annual declaration from its Board members and KMPs on the entities they are interested in and ensures requisite approvals as required under the statute as well as the Company's policies are in place before transacting with such entities / individuals.

**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**

	FY 2022-23	FY 2021-22	Details of improvements in environmental & social impacts
R & D	--	--	- N.A. -
Capex	No CAPEX taken or spent for any specific eco-friendly technologies so far in R&D of Company		To improve safety along with effluent waste, adoption of Microreactors and Continuous flow reactor technology for some specific products is under development and study

2. **Does the entity have procedures in place for sustainable sourcing? If yes, what percentage of inputs were sourced sustainably?**

Yes, The Company is practicing sustainable procurement for its needs of goods, services, utilities etc. with a view to maximising benefit to itself as well as society. At the time of selection of vendor, Company is considering environmental, economic and social impact. Company is establishing long term relationship with its vendors and makes sure to include them in Company's growth.

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**

Every product after its end of life will send through Gujarat Pollution Control Board approved Co-processing unit for cement industry as AFR or to Incineration unit. and plastic waste has been sent to GPCB approved register recycler. Note that all this material is send through manifest only which is generated from Govt. XGN site. Further the company is disposing its hazardous waste to HSPCB authorized TSDF for landfill and incineration. E-waste site is disposing to authorized recycler. We are not doing any disposal activity at site. We are packing our hazardous waste in plastic packing generated at site and further disposing this to approved disposal facility.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, Extended Producer Responsibility (EPR) is applicable to the entity's activities. Further the waste collection plan of the entity is in line with the Extended Producer Responsibility (EPR) plan submitted to the Pollution Control Boards. Plastic waste is being sent to registered recycler.



**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

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.
NIL - The Company has not conducted LCA					

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
- N.A. -		

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).

**DAHEJ:**

Indicate input material	Recycled or re-used input material to total material (in MT)					
	FY 2022-23			FY 2021-22		
	Re- used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	-	44.835	14.50	-	-	-
E-waste	-	-	1.37	-	-	-
Hazardous waste	-	15241 - Sent to registered recyclers (GPCB Approved)	8097.20 - Landfill, 1770.3 MT- Coprocessing to cement industry	-	17761.57 - Sent to registered Recyclers	9752.315- Landfill, 1845.221-Co-processing to cement industry
Other waste (Biomedical waste)	-	-	0.00144	-	-	0.00181

**MOKHRA:**

Indicate input material	Recycled or re-used input material to total material (in MT)					
	FY 2022-23			FY 2021-22		
	Re- used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	3832 Nos.	7045 Nos.	1260 Nos.	2509 Nos.	3967 Nos.	1449 Nos.
E-waste	-	-	-	-	146 Kg	-
Hazardous waste	-	2.35 MT	3066.955 MT- Landfill 367.49 MT-Incineration (GEPIL)	-	2.42 MT	3868.26 MT- Landfill, 444.25 MT- Incineration (GEPIL)
Other waste (Biomedical waste)	-	-	0.009 MT	-	-	0.023 MT



**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 format provided**

**DAHEJ:**

	FY 2022-23			FY 2021-22		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	-	44.835	14.50	-	-	-
E-waste	-	-	1.37	-	-	-
Hazardous waste	-	15241 - Sent to registered recyclers (GPCB Approved)	8097.20 - Landfill, 1770.3 MT- Coprocessing to cement industry	-	17761.57 - Sent to registered Recyclers	9752.315- Landfill, 1845.221- Co-processing to cement industry
Other waste (Biomedical waste)	-	-	0.00144	-	-	0.00181

**MOKHRA:**

	FY 2022-23			FY 2021-22		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	3832 Nos.	7045 Nos.	1260 Nos.	2509 Nos.	3967 Nos.	1449 Nos.
E-waste	-	-	-	-	146 Kg	-
Hazardous waste	-	2.35 MT	3066.955 MT- Landfill 367.49 MT- Incineration (GEPIL)	-	2.42 MT	3868.26 MT- Landfill, 444.25 MT- Incineration (GEPIL)
Other waste (Biomedical waste)	-	-	0.009 MT	-	-	0.023 MT

**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 -



**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)
<b>Permanent Employees</b>											
Male	774	644	83.20%	774	100.00%	-	-	-	-	-	-
Female	23	23	100.00%	23	100.00%	-	-	-	-	-	-
<b>Total</b>	<b>797</b>	<b>667</b>	<b>83.69%</b>	<b>797</b>	<b>100.00%</b>	-	-	-	-	-	-
<b>Other than Permanent Employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-	-	-	-	-	-

**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)
<b>Permanent Workers</b>											
Male	943	327	34.68%	943	100.00%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>943</b>	<b>327</b>	<b>34.68%</b>	<b>943</b>	<b>100.00%</b>	-	-	-	-	-	-
<b>Other than Permanent Workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-	-	-	-	-	-



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

Benefits	FY 2022-23			FY 2021-22		
	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	98.77% (789/797)	99.78% (941/943)	Y	98.55%	99.76%	Y
Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
ESI	19.69% (157/797)	32.76% (309/943)	Y	23.00%	37.80%	Y
Others	-	-	-	-	-	-

**3. Accessibility of Workplaces:**

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

Yes, the premises/offices of Company are accessible to differently abled employees as per the requirements of the Rights of Person with Disabilities Act, 2016. Company has provision for wheelchair for accessibility of differently abled person up to office area.

**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, Policy available at the company website at following URL:

[https://www.bharatgroup.co.in/bharat-rasayan/images/Policy\\_Equal\\_Opportunity.pdf](https://www.bharatgroup.co.in/bharat-rasayan/images/Policy_Equal_Opportunity.pdf)

**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	- N.A. -			
Female				
<b>Total</b>				

**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, through works committee
Other than Permanent Workers	Yes, through manpower agency
Permanent Employees	Yes, through works committee
Other than Permanent Employees	Yes, through manpower agency



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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in Respective category, who are part of association (s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in Respective category, who are part of association (s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	- NIL -					
- Male						
- Female						
<b>Total Permanent Workers</b>						
- Male						
- Female						

**8. Details of training given to employees and workers**

Category	FY 2022-23					FY 2021-22				
	Total(A)	On Health and safety measures		On Skill upgradation		Total(D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	239	226	94.56%	-	-	240	236	98.33%	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>239</b>	<b>226</b>	<b>94.56%</b>	<b>-</b>	<b>-</b>	<b>240</b>	<b>236</b>	<b>98.33%</b>	<b>-</b>	<b>-</b>
<b>Workers</b>										
Male	330	327	99.09%	-	-	313	309	98.72%	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>330</b>	<b>327</b>	<b>99.09%</b>	<b>-</b>	<b>-</b>	<b>313</b>	<b>309</b>	<b>98.72%</b>	<b>-</b>	<b>-</b>

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

Category	FY 2022-23			FY 2021-22		
	Total(A)	No.(B)	%(B/A)	Total(C)	No.(D)	%(D/C)
<b>Employees</b>						
Male	774	774	100%	860	860	100%
Female	23	23	100%	20	20	100%
<b>Total</b>	<b>797</b>	<b>797</b>	<b>100%</b>	<b>880</b>	<b>880</b>	<b>100%</b>
<b>Workers</b>						
Male	--	--	--	--	--	--
Female	--	--	--	--	--	--
<b>Total</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>



**10. Health and Safety Management System:**

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes. The Company has adopted and implemented the ISO 45001:2018 by integrating all critical business activities and applying principles and processes in order to provide safe and healthy workplaces at our head office and plants. We further take measures to prevent work related injury and ill health, minimize risks and continuously improve safety performance. We are also certified with ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, GMP Certified & ZLD- Unit.

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

Health Safety and Environment (HSE) Strategy is monitored at Company. We have prepared Environment, Health and Safety (HSE) manuals, SOPs and conducted comprehensive Risk assessment to manage HSE risks effectively. We regularly conduct audit and inspections of our occupational health and safety management systems. The HSE management system gets audited time to time. Various Risk assessment techniques, PTW system, PSSR, HAZOP, HIRA, JSA, QRA What if as and when required.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)**

Yes, we have Near Miss Reporting System, Suggestion Scheme, Safety Committee Meeting, Routine Department Meetings and Pep-talks etc.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes, we have provided medical assistance to them as and when required. We have OHC (Occupational & Health Centre) and FMO available at site full time.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	2.2
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	8	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace.**

We have various safety measures taken like Permit to work system, Various workplace monitoring like VOC, Noise monitoring, Gas detection systems for toxic & flammable chemicals, PPE's Compliances, On job trainings, Training on handling of hazardous chemicals from external agencies as well as internally for ERT (Emergency Response Team & First Aiders) , Safety audits, Safety Inspections, Mock drills on basis of OSEP, conduct theme Based Safety Campaigns (Also we celebrate National Safety week, Fire Service Week), Safety surveys internally as well as externally like PPE's survey, Periodic Reward & recognition programs, On- Spot worker recognition programs for worker & employees for their active participations.



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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	--	Nil	Nil	--
Health & Safety	Nil	Nil	--	Nil	Nil	--

**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	NDRF Team, Assistant Director of DISH Officer, Factory Inspector & Chief Fire Officer visit at site, Annual medical test report of all employee, various type of gas detection system installed in process & chemical storage area. Fire separation system installed in MCC & PCC Electrical panel room.
Working Conditions	HAZOP study carried out by Life First Solution & Third Party Safety audit conducted.

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

We have carried risk assessment based on various risk assessment techniques like QRA/HAZOP/HIRA/JSA, based on outcome of this study we provide adequate engineering control in existing process, like Pressure transmitters, Temperature transmitters, with Audio Visual Alarm and Interlock, Close loop sampling and chemicals handling systems to avoid human exposure. We further going for DCS control of process.

**LEADERSHIP INDICATORS**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

(A)	Employees (Yes/No)	YES (Under EDLI Scheme of EPFO & Accidental Policy)
(B)	Workers (Yes/No)	YES (Under EDLI Scheme of EPFO & Accidental Policy)

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

All the values chain partners of Company abide with their respective contracts wherein it is clearly provided that they will be responsible for compliance with applicable laws such as GST, Provident Fund, Labour Law or any other applicable law including registration/approval from statutory authority. Further, Company has a system in place to check the statutory dues deducted and deposited through the challans submitted along with the bills by value chain partners.

**3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**



	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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	- N.A. -			
Workers				

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

- No

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	The Company expects that its value chain partners to adhere to the same values, principles and business ethics upheld by the it in all their dealings.
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from assessments of health and safety practices and working conditions of value chain partners.

- N.A. -

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**PRINCIPLE-4**  
**BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS**

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**ESSENTIAL INDICATORS**

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

The first step in stakeholder's management is understanding the different stakeholder categories as they pertain to workforce planning. There are many different types of stakeholders who have interests in our business and the decisions, some of them from within our organisation and many from outside it. Stakeholder identification helps in empowering people, creating sustainable change, building relationships and a better organisation. BRL has always believed that its human capital is its biggest strength. We are fully aware that business can't get far without its customers. The Company is privileged to have a strong relationship with the investors. Our suppliers/ vendors/ contractors have always made us deliver our promises promptly. Other extremely relevant stakeholders include government, regulators, and society at large.

On the basis of above-mentioned, the Company has mapped and identified internal and external stakeholders, including disadvantaged, vulnerable and marginalised stakeholders. Our stakeholders include employees, customers, local communities, suppliers/vendors, investors and shareholders and regulators.



**2. List of 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
Customers	No	Events; Mailers; SMS, Newsletters; Brochures, Website	As required	To acquire new customers and service the existing ones
Shareholders/ Investors	No	Press releases and press conferences; email advisories; facility visits; in-person meetings; investor conferences; conference calls.	<b>Quarterly:</b> Financial statements Earnings calls; Exchange Notifications; Press Conferences <b>Annual:</b> <ul style="list-style-type: none"> <li>• Annual General Meeting</li> <li>• Annual Report as and when required</li> <li>• Performance and summary of significant events through press releases</li> <li>• Investors page on the Company website</li> </ul>	Educating the investors community about Company business model and strategies <ul style="list-style-type: none"> <li>• Helping investors raise their concerns regarding company's policies, reporting, strategy, and so on</li> <li>• Understanding shareholder expectations</li> </ul>
Regulators	No	Conferences and seminars <ul style="list-style-type: none"> <li>• Working committee meetings</li> <li>• Surveys</li> <li>• Other meetings</li> </ul>	As and when required	Discussions with regulatory bodies w.r.t. regulations, amendments, approvals and assessments
Employees	No	Counselling sessions, Interactive meetings, Internal management development programmes and webinar	As and when required	To keep employees aware about key developments in the Company and also addressing their issues



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
Vendors	No	Vendor assessment and review, Meetings, calls, training, workshop and webinar, Website, social media	As and when required	Service Existing Business
Communities	Yes	Directly/indirectly	As and when required	Support CSR Projects

### **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 Board through its Directors participates in investors/analyst calls and deliberates on the queries raised by the stakeholders. Further, the Board takes a holistic approach towards resolving the grievances raised by the stakeholders. The customer grievances/ feedback is also taken by the company. The company also regularly organises the employee engagement programmes. The outcome of these programmes are submitted to the concerned heads and to the Board of Directors for their review, as required.

Further Company believe in the fact that CSR should not be a one-time activity rather it should have a holistic approach in changing the life of people. As a responsible organisation company focused on inclusive growth, has steadfastly followed a proactive approach towards CSR.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, stakeholder consultation is used to support the identification and management of environmental and social topics. Company in consultation with stakeholders has identified crucial areas where it has been proactively working to bring a visible change. Details regarding the same can be found in CSR section of the Annual Report.

- 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

As the Company engages with implementation partners, it does not directly gets involved in any engagement discussions. In case of self-implemented initiatives, the Company's representatives always hear and address the concerns of the communities with an approach and mindset to resolve the issue. It completely depends on the nature of projects and implementation models through which the mitigation process is decided.

The Company's CSR activities focus on the disadvantaged, vulnerable and marginalised segments of society. Kindly refer to the areas of the Annual Report on Corporate Social Responsibility Activities.



**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 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers Covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>EMPLOYEES</b>						
Permanent	797	797	100%	880	880	100%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>797</b>	<b>797</b>	<b>100%</b>	<b>880</b>	<b>880</b>	<b>100%</b>
<b>WORKERS</b>						
Permanent	-	-	-	-	-	-
Other than permanent	943	943	100%	975	975	100%
<b>Total Workers</b>	<b>943</b>	<b>943</b>	<b>100%</b>	<b>975</b>	<b>975</b>	<b>100%</b>

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

Category	FY 2022-23					FY 2021-22				
	Total(A)	Equal to Minimum Wage		More than Minimum Wage		Total(D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Permanent</b>										
Male	774	-	-	774	100%	860	-	-	860	100%
Female	23	-	-	23	100%	20	-	-	20	100%
<b>Other than Permanent</b>										
Male	943	943	100%	-	-	975	975	100%	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>WORKERS</b>										
<b>Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-



**3. Details of remuneration/salary/wages, in the following format:** (In ₹)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	1,75,000.00	-	-
Key Managerial Personnel (KMP)	40	1,71,904.00	3	1,39,003.00
Employees other than BoD & KMP	734	27,560.00	20	32,560.00
Workers	943	10,548.00	-	-

**4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes. Labour and Human Rights Policy has been adopted by the Company. The Audit Committee of the Board has an oversight on the progress.

**5. Describe the internal mechanisms in place to redress grievances related to human rights issues.**

The Company has a policy in place for Labour & Human Rights. The Company is committed to maintain a safe and harmonious business environment and workplace for everyone and believes that every workplace shall be free from harassment and/or any other unsafe or disruptive conditions.

Accordingly, the Company has in place framework for redressal of grievances related to ethics/ human rights as well as a team of POSH committee members for redressal of such related issues.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	N.A.	-	-	N.A.
Discrimination at workplace	-	-	N.A.	-	-	N.A.
Child Labour	-	-	N.A.	-	-	N.A.
Forced Labour/ Involuntary Labour	-	-	N.A.	-	-	N.A.
Wages	-	-	N.A.	-	-	N.A.
Other human Rights related issues	-	-	N.A.	-	-	N.A.

**7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases as per the requirement of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.**

Company is having a Internal complaint committee for the discrimination and harassment cases. A complaint shall be submitted in writing to the Internal Committee within 1 month of occurrence



of an act of Sexual Harassment. As per the Prevention of Sexual Harassment (POSH) Policy, to prevent adverse consequences to the complainant the Company protects the identity of the complainant. All such matters are dealt with in strict confidentiality.

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

No, Human rights requirements does not form part of business agreements and contracts, however Company ensures that its suppliers/contractors comply with the law regarding human rights.

**9. Assessments for the year**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	All plants and offices are assessed regularly and have been found to be in compliance with regulations regarding Child Labour, Forced/ involuntary labour, Sexual Harassment, Discrimination at workplace and Wages Law during the year 2022-23.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
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 -

**2. Details of the scope and coverage of any Human rights due diligence conducted.**

- Not Applicable -

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

- Yes -

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	The Company expects that its value chain partners to adhere to the same values, principles and business ethics upheld by the it in all their dealings.
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 2022-23	FY 2021-22
Total Electricity Consumption (A)	32538495	41564456
Total Fuel Consumption (B)	228412.3	214287
Energy Consumption through Other Sources (C)	-	-
<b>Total Energy Consumption (A+B+C)</b>	<b>32766907.3</b>	<b>41778743</b>
Energy Intensity per Rupee of Turnover (Total Energy Consumption / Turnover in Rupees)	0.0027	0.0032
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? (Y/N) If yes, name of the 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.**

- Not Applicable -

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	143677	208263
(ii) Groundwater	70872.32	76119.66
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in Kilolitres) (i + ii + iii + iv + v)</b>	<b>214549.32</b>	<b>284382.6</b>
<b>Total Volume of Water Consumption (in Kilolitres)</b>	<b>214549.32</b>	<b>284382.6</b>
<b>Water Intensity per Rupee of Turnover (Water consumed / turnover)</b>	<b>0.000017382</b>	<b>0.000021856</b>
<b>Water intensity</b> (optional) - the relevant metric may be selected by the entity	--	--

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

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

Yes, We are Zero liquid discharge unit. We have Effluent treatment plant, Multi effect evaporator, ATFD and Reverse osmosis plant. All the treated effluent is recycled back to process and cooling



towers. The sludge/salt generated is disposed off at Pollution Control Board approved Treatment, Storage and Disposal Facility (TSDF).

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	µg/Nm <sup>3</sup>	75.6	57.37
SOx	µg/Nm <sup>3</sup>	73.86	62.08
Particulate matter (PM)	µg/Nm <sup>3</sup>	189.86	147.94
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - please specify	-	-	-

**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

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	48511	59692
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	31053	37121
<b>Total Scope 1 and Scope 2 Emissions per Rupee of Turnover</b>	--	<b>0.00000645</b>	<b>0.00000744</b>
<b>Total Scope 1 and Scope 2 Emission Intensity</b> (Optional) - the relevant metric may be selected by the entity	--	--	--

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - 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 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	40.769	18.18
E-waste (B)	1.37	0.146
Bio-medical waste (C)	0.01044	0.02481
Construction and demolition waste (D)	N.A.	N.A.
Battery waste (E)	NIL	NIL
Radioactive waste (F)	N.A.	N.A.
Other Hazardous waste. Please specify, if any. (G)	3395.488	3527.898
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	354.315	339.783
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>3791.95244</b>	<b>3886.03181</b>



**For each category of waste generated, total waste recovered through recycling, re- using or other recovery operations** (in metric tonnes)

Category of waste	2022-23	2021-22
(i) Recycled (MT) Used oil	15280.95	17880.58
(ii) Re-used (in Numbers) containers	3882	2509
(iii) Other recovery operations	-	-
<b>Total</b>	<b>19162.95</b>	<b>20389.58</b>

**For each category of waste generated, total waste disposed by nature of disposal method** (in metric tonnes)

Category of waste	2022-23	2021-22
(i) Incineration	682.625	444.25
(ii) Landfilling	11519.995	13937.661
(iii) Other disposal operations	1462.015	1847.931
<b>Total</b>	<b>13664.635</b>	<b>16229.842</b>

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

Dedicated HAZ Waste storage areas for organic, inorganic, contaminated plastic and liners, used oil, spent solvents, e-waste, bio-waste are in place.

Disposal process is through Manifest generation and disposal to authorized disposer with appropriate MOU in place. Ensuring generated waste disposal before 90 days of its actual generation, Ensuring generated HAZ waste is within consented limits. TSDF vehicle meant to transport HZW waste to be equipped with GPS tracker for tracking the vehicles location during transit. Further Company is constantly in pursuance with R&D and quality dept. to develop products with less emissions & residues in order to reduce the impact of hazardous emissions & waste and also company collects, store hazardous waste generated from the operations. Company dispose off all the waste of pollution control board approved disposal facility and also to authorized recyclers.

**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.
- NIL -			

**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
- NIL -					



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, Company comply all 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.

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 2022-23	FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	-	-
<b>From non-renewable sources</b>		
Total electricity consumption (D)	32538495	41564456
Total fuel consumption (E)	228412.3	214287
Energy consumption through other sources (F)	NIL	NIL
<b>Total energy consumed from non- renewable sources (D+E+F)</b>	<b>32766907.3</b>	<b>41778743</b>

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

2. Provide the following details related to Water Discharged

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in Kilolitres)</b>		
<b>(i) To Surface Water</b>		
- No treatment	-	-
- With treatment - please specify level of treatment	11585 P+S+T+MEE+RO	23213 P+S+T+MEE+RO
<b>(ii) To Ground Water</b>		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
<b>(iii) To Sea Water</b>		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-



Parameter	FY 2022-23	FY 2021-22
<b>(iv) Sent to Third-Parties</b>		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
<b>(v) Others</b>		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
<b>Total Water Discharged (in Kilolitres)</b>	<b>11585</b>	<b>23213</b>

**\*For Mokhra Plant situated in Haryana, we are Zero Liquid Discharge (ZLD) Unit.**

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

- (i) Name of the area : Mokhra (Haryana) and Dahej (Gujarat)
- (ii) Nature of operations : Agrochemical manufacturing
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kilolitres)</b>		
<b>Total volume of water consumption (in kilolitres)</b>		
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>		
<b>Water intensity (optional) - the relevant metric may be selected by the entity</b>		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) Into Surface water</b>		
- No treatment		
- With treatment		
- please specify level of treatment		
<b>(ii) Into Groundwater</b>		
- No treatment		
- With treatment		
- please specify level of treatment		
<b>(iii) Into Seawater</b>		
- No treatment		
- With treatment		
- please specify level of treatment		

Not applicable (None of the Company's offices are in water stressed area)



Parameter	FY 2022-23	FY 2021-22
<b>(iv) Sent to third-parties</b>	As mentioned above	
- No treatment		
- With treatment		
- please specify level of treatment		
<b>(v) Others</b>		
- No treatment		
- With treatment		
- please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Scope 3 covers Indirect Emissions (i.e. Vehicular movement for purchase goods, dispatch FG and waste disposal) hence collection of data is difficult.	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity</b>		-	-

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

- No projects are situated in ecological sensitive area.

**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	Details of the initiative (Web- link, if any, may be provided along-with summary)	Outcome of the initiative
1	To create awareness among employees for betterment of EMS	"Mission Green Campaign" for awareness among employees and contractor	Reduction in Qty. of Effluent generation
2	For Effluent Recycling	Installation of 2 new RO plant in ETP	Fresh water Consumption Reduce



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

The Organisation has in place Business Continuity Plan and Disaster Management plan to minimize the impact of any unexpected occurrence or disaster; not only to business, but also to the entire organization and its people and to restore services to the widest extent possible in minimum period. The Business Continuity and Disaster Management plan addresses various types of contingencies. This plan identifies the action plan and responsibilities of various teams within the organization to restore operations in the event of a disaster. Plan is available on the company website at the following link [https://www.bharatgroup.co.in/bharat-rasayan/images/Policy\\_Disaster\\_Management.pdf](https://www.bharatgroup.co.in/bharat-rasayan/images/Policy_Disaster_Management.pdf)

**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.**

- No Significant adverse impact arises from the value chain of the entity.

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

- Not Applicable -

**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**

- Please refer to the response below -

**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	PHD Chamber of Commerce and Industry	National
2	Chemicals, Cosmetics & Dyes Export Promotion Council (CHEMEXCIL)	National
3	Crop Care Federation of India (CCFI)	National
4	Haryana Pesticides Manufacturers Association	National
5	Bharuch District Manufacturers Association	National

**2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of Authority	Brief of the Case	Corrective action taken
- None -		



**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
- Not applicable -					

**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 Weblink
Since the Company doesn't have average CSR obligation of ₹ 10 crore or more in pursuance of sub-section (5) of Section 135 of the Act, in the three immediately preceding financial years, requirement of impact assessment of its CSR projects, through an independent agency, is not applicable					

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

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 for 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 an internal department dedicated to implementing its CSR policy and Grievance Redressal of Communities. Company carry out the CSR activities through the help of Registered trusts/Societies or company established under Section 8 of the Companies Act, 2013 having a track record of 3 years in undertaking similar projects or programs proposed to be undertaken by the company in accordance with the provisions of Section 135 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014.

The CSR Policy Document may be found at <https://www.bharatgroup.co.in/bharat-rasayan/investor-desk.php> on the company's website.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ Small Producers	Nil	Nil
Sourced directly from within the district and neighbouring districts including overseas suppliers	100%	100%

**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)**

Details of negative social impact identified	Corrective action taken
- Not Applicable -	



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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Haryana	Jhajjar	₹3,00,00,000/-
2	Delhi	West Delhi	₹1,00,00,000/-
3	Rajasthan	Kota	₹4,32,000/-
4	Haryana	Bhiwani	₹11,00,000/-
5	Haryana	Rohtak	₹2,00,000/-
6	Himachal Pradesh	Kangra	₹22,00,000/-

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

- NO -

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

- 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
- None -		

**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
Company incurred the CSR Expenses through the implementing agencies. Kindly Refer the Section of Report on Corporate Social Responsibility activities of the Annual Report for more details.			

**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.**

- Kindly refer Grievance Redressal Policy of customers available at the Company's website.



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

	As a percentage of 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 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL		NIL	NIL	
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		Not Applicable
Forced recalls		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: [https://www.bharatgroup.co.in/bharat-rasayan/images/Policy\\_Cyber\\_Security.pdf](https://www.bharatgroup.co.in/bharat-rasayan/images/Policy_Cyber_Security.pdf)

**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.**

The Company have formulated cyber security policy. The regular reviews are conducted and corrective actions are taken to improve the cyber security structure. Data Privacy requirements are being evaluated w.r.t. proposed personal data privacy law. The actions will be taken as per data privacy law.

**LEADERSHIP INDICATORS**

**1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

URL : <https://www.bharatgroup.co.in/bharat-rasayan/product.php>



**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

Various features related to products/services, its safety features and other important information pertaining to the products/services are made available on BRL website <https://www.bharatgroup.co.in/index.php> and on the links mentioned above in point no.1, to educate and for the awareness of the consumer.

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

The Company keeps the customers informed about disruption/ discontinuation, if any, of its services through various channels such as emails, calls etc.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No).**

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

No consumer survey/ consumer satisfaction trends are carried out by the Company. But the Company has adopted a process through which regular feedback is being taken from our existing customers / stakeholders for entity as a whole and an immediate action is taken on any issues, if any.

**5. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches along-with impact: NIL
- b. Percentage of data breaches involving personally identifiable information of customers: NIL