Khaitan CHEMICALS AND FERTILIZERS LIMITED
CIN : L24219MP1982PLC004937
The B Zone, 7th Floor, Pipliya Kumar, Nipania Main Road, Indore - 453771 (M.P.)
Phone : 0731-4753666, E-mail : secretarial@kcfl.in, Website : www.kcfl.co.in

August 20, 2024

To,
The Manager (DCS/Compliance)
BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street, MUMBAI- 400 001
BSE Scrip Code: 507794

To,
The Manager (Compliance/Listing)
National Stock Exchange of India Limited,
Exchange Plaza, Bandra-Kurla Complex,
Bandra (East), MUMBAI- 400 001
NSE Symbol : KHAICHEM

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24.

Ref: Regulation 34 (2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Dear Sir/Ma'am,

In compliance with Regulation 34 (2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") of the Company for the financial year 2023-24. The BRSR also forms part of the Annual Report for the financial year 2023-24 submitted to the Stock Exchange(s).

The same shall also be available on the website of the Company at **www.kcfl.co.in**

Kindly take the above information on record.

Thanking you,

Yours faithfully,
For Khaitan Chemicals and Fertilizers Limited

Sejal Maheshwari
Digitally signed by Sejal Maheshwari
Date: 2024.08.20 14:05:22 +05'30'

Sejal Maheshwari
Company Secretary & Compliance Officer

New Delhi Office:
4-B/3 Palm Drive, DLF Farms
Chattarpur Extension
New Delhi - 110074

Regd. Office :
A.B. Road, Village Nimrani,
Dist. - Khargone - 451 660 (M.P.)
Phone : 07285-265448, 265447

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Annexure - 'H'

SECTION A: GENERAL DISCLOSURES

I. Details of Listed Entity

1	Corporate Identity Number (CIN) of the Company	L24219MP1982PLC004937
2	Name of the Company	Khaitan Chemicals and Fertilizers Limited
3	Year of Incorporation	1982
4	Registered office address	A. B. Road, Village Nimrani, Tehsil Kasrawad, Dist. Khargone- 451 569 (M.P.)
5	Corporate office address	The B Zone, 7th Floor, Pipliya Kumar,Nipania Main Road, Indore-453771 (M.P.)
6	E-mail Id	secretarial@kcfl.in
7	Telephone	0731-4753666
8	Website	www.kcfl.co.in
9	Financial Year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of Indian Limited
11	Paid-up Capital	9,69,89,200
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. Jagdish Lal Jajoo, Whole Time Director Contact No. 0731-4753666 E-mail: secretarial@kcfl.in
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).	On Standalone basis

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% to total turnover of the company
1	Manufacture of Straight Inorganic Fertilizers **(Single Super Phosphate)**	Manufacturing of Single Super Phosphate	83.62
2	Manufacture of nitric acid, ammonia, commercial ammonium chloride, nitrates of potassium and other basic chemicals of nitrogenous fertilizer industry. **(Sulphuric Acid)**	Manufacturing of Sulphuric Acid	16.37

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	Single Super Phosphate Fertilizer	24122	83.62
2	Sulphuric Acid	24121	16.37

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	6	8	14
International	-	-	-

17. Markets served by the entity :

a. Number of locations

Locations	Number
National (No. of States)	13
International (No. of Countries)	-

b. What is the contribution of exports as a percentage of the total turnover of the entity: Nil

c. A brief on types of Customers: The Company serves SSP Fertilizer, Sulphuric Acid and Other Specialty Chemicals directly as well as through Co-operative Societies and Dealers.

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)
			EMPLOYEES			
1.	Permanent (D)	357	351	98.31%	6	1.68
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total employees(D + E)**	**357**	**351**	**98.31%**	**6**	**1.68**
			WORKERS			
4.	Permanent (F)	324	324	100%	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	**Total workers(F + G)**	**324**	**324**	**100%**	**-**	**-**

b. Differently abled Employees and workers.

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

19. As on date Participation/Inclusion/Representation of women

	Total(A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors#	7	2	28.57%
Key Management Personnel##	4	1	25%

 # Sejal Maheshwari was appointed as Company Secretary w.e.f. 23rd May 2024.

Payal Gupta was appointed as Women Independent Director w.e.f. 23rd May 2024.

Veena Chadha has completed her 2 tenure as an Independent Director upon completion of business hours of 6th August, 2024.

20. Turnover rate for permanent employees and workers.

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.07%	0	3.07%	14.59%	36.36%	14.91%	17.17%	15.38%	17.14%
Permanent Workers	0.20%	0	0.20%	4.65%	-	4.65%	6.35%	-	6.35%

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	% 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)
	NA	NA	NA	NA

VI. CSR Details

22. *(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**

(ii) Turnover (in lacs) : 88929.29

(iii) Net worth (in lacs) : 29375.99

**Pertains to the year 2022-23*

VII. 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 2023-24 (Current Financial Year)			FY 2022-23 (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
Shareholders	https://www.scores.gov.in/admin/Welcome.html	0 out of 55	0	Grievances are Redressed by RTA & Company.	3 out of 131	0	Grievances are Redressed by RTA & Company.
Employees and workers	http://kcfl.co.in/wp-content/uploads/2022/05/Vigil-Mechanism-Policy.pdf	0	0	0	0	0	0
Customers	http:/kcfl.co.in/contacts	0	0	0	0	0	0

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

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.	Raw Material (Rock & Sulphur) Issue	R	Rock & Sulphur is the main ingredient for manufacturing of Fertilizer, shortage of raw material impact on the manufacturing of the product.	We are trying to store the raw material to mitigate this issue. Also we have purchase rock from India as well as outside the country.	Negative implications
2.	Climate Condition	R	Fertilizer Industry mainly depends on monsoon, delay in monsoon causes poor sales.	Natural	Negative implications
3.	Government Subsidy	R	Delay in Government Subsidy by Various reasons.	Based upon the government subsidy rate finalized, market price of the product is determined after considering other miscellaneous factors.	Negative implications

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 NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	CSR Policy: http://kcfl.co.in/wp-content/uploads/2022/03/CSR-Policy.pdf Whistle Blower Policy: http://kcfl.co.in/wp-content/uploads/2022/05/Vigil-Mechanism-Policy.pdf Related Party Policy: http://kcfl.co.in/wp-content/uploads/2022/05/Related-Party-Transactions-Policy.pdf Insider Trading Prohibition Code : http://kcfl.co.in/wp-content/uploads/2022/05/ Code-of-Conduct-for-Prevention-of-insider-trading.pdf Code of Conduct of Board of Directors and senior Management Personnel: http://kcfl.co.in/wp-content/uploads/2022/07/Code-of-Conduct-of-Board-of-Directors-and-senior-Management-Personnel.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	- - - - - - - - -
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.	Performance of each of the principle is reviewed periodically by the various committees led by the Management and Board of the Directors.
Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements - **NO**	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Jagdish Lal Jajoo (Whole Time Director)
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, CSR Committee of the Board is looking into the Sustainability related issues. As on date composition of CSR Committee are as follows: 1.Jagdish Lal Jajoo(02758763) : Chairman, Whole Time Director 2.Utsav Khaitan(03021454) : Member, Joint Managing Director 3.Inder Jit Singh (10558389) : Member, Independent, Non-executive 4. Deepak Kumar Khemka(01673395) : Member, Independent, Non-executive 5.Payal Gupta (10628052) : Member, Independent, Non-executive

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Committees of the Board : As a practice, policies of the Company are reviewed periodically or on a need basis by the Management. During this assessment, the efficacy 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	Committees of the Board : The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Managing / Chief Financial Officer / Company Secretary to the Board of Directors.																	

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No								

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

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 (No)	**Yes**								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (No)									
The entity does not have the financial or/human and technical resources available for the task (No)									
It is planned to be done in the next financial year (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	3	Matters relating to the business, regulations, economy and environmental, social and governance parameters.	100%
Key Managerial Personnel	4		100%
Employees other than BoD and KMPs	2	Workshop on Communication Skills / Technical Skill Development	100%
Workers	17	Mock Drills and Fire Safety training done on all units separately.	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	NIL	NA	NA	NA
Settlement	NIL	NIL	NA	NA	NA
Compounding fee	NIL	NIL	NA	NA	NA

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	Nil	NA	NA
Punishment	Nil	Nil	NA	NA

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
Nil	Nil

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. **No**
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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	None	None	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	None	None	None	None

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.
Not Applicable

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
NA	NA	NA

2. Does the entity have processes in place to avoid/ manage conflict of interests involving Members of the Board? **(Yes)**
Boards of Directors of the company are governed by code of business conduct and ethics which also provide for detailed provisions on conflict of interest.

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.

Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	39.27%	5.28%	Installation of Pollution Control equipments and ensuring zero discharge from factory. Solid/hazardous waste are disposed to authorised agencies. Gases emission are monitored by online monitoring systems.

2. a. Does the entity have procedures in place for sustainable sourcing? (**Yes**)
b. If yes, what percentages of inputs were sourced sustainably? **90%**
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. **NA**
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 and waste collection plan is in line with the EPR plan submitted to Pollution Control Board**

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
-	-	-	-	-	-

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
-	-	-

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
-	-	-

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 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including Packaging)	-	-	8.61 MT	-	-	1150 MT
E-waste	-	-	-	-	-	0.40 MT
Hazardous Waste	-	-	2.11 MT	-	-	4.40 MT
Other Wastes (Metal Scrap)	-	-	729.17 MT	-	-	301.91 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
-	-

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	Total (A)	% of employees covered by: Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Total (A)	% of workers covered by: Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	324	324	100%	324	100%	-	-	-	-	-	-
Female	0	0	0	0	0	-	-	-	-	-	-
Total	**324**	**324**	**100%**	**324**	**100%**	-	-	-	-	-	-
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	50.98%	93.5%	Y	50%	80%	Y
Others – (Leave encashment and Retirement Benefit)	100%	100%	Y	100%	100%	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, All the Offices are accessible with Lift along with Electricity Backup.**
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.
   No disabled employees in the company, as the company is in the business of manufacturing hazardous substances.
5. Return to work and Retention rates of permanent employees and workers that took parental leave.
   Not Applicable

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	Each Manufacturing unit has a HR Welfare Department including the Business head office.
Permanent Employees	
Other than Permanent Workers	NA
Other than Permanent Employees	

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (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						
Male	351	-	-	369	-	-
Female	6	-	-	6	-	-
Total Permanent Workers						
Male	324	324	100%	323	294	91%
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	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)
Employees										
Male	351	351	100%	351	100%	369	369	100%	369	100%
Female	6	6	100%	6	100%	5	5	100%	5	100%
Total	**357**	**357**	**100%**	**357**	**100%**	**374**	**374**	**100%**	**374**	**100%**
Workers										
Male	324	324	100%	324	100%	323	323	100%	323	100%
Female	-	-	-	-	-	-	-	-	-	-
Total	**324**	**324**	**100%**	**324**	**100%**	**323**	**323**	**100%**	**323**	**100%**

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
	Employees					
Male	351	351	100%	369	369	100%
Female	6	6	100%	5	5	100%
Total	357	357	100%	374	374	100%
Workers						
Male	324	324	100%	323	323	100%
Female	-	-	-	-	-	-
Total	**324**	**324**	100%	323	323	100%

10. Health and safety management system:

a) Whether an occupational health and safety management system has been implemented by the entity? (**Yes**)
The Safety & Health Management system covers activities across all manufacturing locations and offices.

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 a process for Risk Management which is essential for preventing accidents, injuries, occupational disease, emergency control & prevention and business continuity. Considering the hazards associated with operations and hazardous chemicals used, sites have deployed structured Hazard Assessment, Risk Assessment and Management

Process - both qualitative and quantitative which is regularly reviewed and mitigation plans are put in place for high-risk areas. The process also considers roles and responsibilities, monitoring control measures, competency training and awareness of individuals associated with such activities. Formal risk assessment training has been provided as appropriate.

c) Whether you have processes for employees 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 to department heads. All sites have 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)***
Yes, all permanent workers are covered under health insurance scheme and ESI scheme.

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

Safety Incident / Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	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 work place.
The Company's commitment to its safety management programmes follows a top-down approach with the senior management persistently working towards establishing, demonstrating, sustaining and improving the safety culture and incorporating the Company's core value of safety in their daily responsibilities. The employees are specially trained to tackle any potential hazards that may arise in the course of their work. Additionally, tailored periodic medical check-ups are administered to the Company's employees, based on the risk profile of their work area, to identify risks to human health. Adequate medical facilities are present at all manufacturing sites and specialised medical facilities are provided through tie-ups with other hospitals, nursing homes, etc.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	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	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.
All critical factors involved in an incident are determined through root cause analysis & investigation and corrective / preventive actions are identified to prevent recurrence. The detailed investigation and root causes identified by cross-functional team are reviewed by the Senior Management. Learning from incident is further discussed in the morning safety meeting, toolbox talk, safety committee meet, contractor communication meet, etc. to bring awareness and prevent recurrence of incidents.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) **Employees (N)** (B) Workers **(Y)**.
The Company has systems in place to provide financial assistance to the legal dependents of the employees and workers in case of death while in service.
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. **NA**
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 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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	1	Nil	1	Nil

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? ***NA***
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	-
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. **NA**

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.
   Senior Management determines internal and external group of stakeholders which has immediate impact on the company, this include shareholder, employees, customers, suppliers, bankers and Government.
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 & Marginalised group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Websites)	Frequency of engagement (Annually / Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement.
Shareholders	No	Annual General Meeting, Shareholder Meetings, email, Stock Exchange (SE) intimations, Annual Report, Quarterly Results, Newspaper Publication Company / SE Website	Ongoing	Share price appreciation, dividends, profitability and financial stability.
Employees	No	Inter Office Memo, Circulars and Email	Ongoing	Operational efficiencies, communication, health, safety and engagement initiatives.
Customers	No	Website, Email, Post, Pamphlets and Website	Ongoing	Product quality and availability, responsiveness to needs, after sales Support.
Banker	No	Email, Post and Website	Ongoing	Sharing Financial Position and taking financial assistance.
Supplier	No	Email and Post	Ongoing	Product and Quality
Government	No	Email, Letters, Post and Website	Ongoing	Subsidy Information, Stock Movement & Position

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 management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, banker and government etc.
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.

On the basis of Stakeholders consultation future policies related to environment and social topics are determined.

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

Companies' constant endeavor is to focus on inclusive and collaborative growth. Company tries to provide entry level recruitment to people belonging to vulnerable section of the society.

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 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/A)
Employees						
Permanent	357	357	100%	374	374	100%
Other than permanent	-	-	-	-	-	
Total Employees	**357**	**357**	**100%**	**374**	**374**	**100%**
Workers						
Permanent	324	324	100%	323	323	100%
Other than permanent	-	-	-	-		
Total Workers	**324**	**324**	**100%**	**323**	**323**	**100%**

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than to Minimum Wage		Total (D)	Equal to Minimum Wage		More than to Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (C)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	351	0	0	351	100%	369	0	0	369	100%
Female	6	0	0	6	100%	5	0	0	5	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	324	0	0	324	100%	322	0	0	322	100%
Female	0	0	0	0	100%	0	0	0	0	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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)	3	21083485	0	-
Key Managerial Personnel*	4	4003400	0	-
Employees other than BoD and KMP	347	247200	5	383400
Workers	324	179928	0	-

*includes MD & JMD

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: All the human rights issues are reported to personal department.**
5. Describe the internal mechanisms in place to redress grievances related to human rights issues. **Reported grievances are reviewed and proper enquiry is made by personal department and findings of the same are reported to Senior Management.**
6. Number of Complaints on the following made by employees and workers:

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filled during the year	Pending resolution at the end of year	Remark	Filled during the year	Pending resolution at the end of year	Remark
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. **As part of Whistle blower Policy and POSH Policy, the Company has a section mentioned on the protection of identity of the complainant. All such matters are dealt in strict confidence.**
8. Do human rights requirements form part of your business agreements and contracts?
   Yes

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Not Applicable
Forced/involuntary labour	Not Applicable
Sexual harassment	Not Applicable
Discrimination at workplace	100% by entity
Wages	100% by entity

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. **No adverse cases came up during the assessment by the entity.**

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints. **No such grievances on Human Rights violations.**
2. Details of the scope and coverage of any Human rights due-diligence conducted. **No such due diligence conducted yet.**
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? **Most of our Locations are accessible to differently abled visitors.**
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	Not Applicable
Discrimination at workplace	Not Applicable
Child Labour	Not Applicable
Forced Labour/Involuntary Labour	Not Applicable
Wages	Not Applicable
Others – please specify	Not Applicable

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

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:

Parameters	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total electricity consumption (A)	101,890,162.8 Mega Joules	11,98,91,750 Mega Joules
Total fuel consumption (B)	92,220,880 Mega Joules	1,14,441 Mega Joules
Energy consumption through other sources (c)	-	-
Total energy consumption(A+B+C)	**19,41,11,042.8**	12,00,06,190 Mega Joules
Energy intensity per rupee of turnover *(Total energy consumption in MJ/ turnover in rupees)*	**0.36**	0.01
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. **Yes: State electricity boards. We have installed electric meters on our captive power generators.**

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. **No**
3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(I) Surface water	**2,36,300 KL**	1,87,856 KL
(ii) Groundwater	**2,72,000 KL**	2,04,839 KL
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**508300 KL**	**3,92,695 KL**
Total volume of water consumption(in kiloliters)	**508300 KL**	**3,92,695 KL**
Water intensity per rupee of turnover *(Water consumed in liter / turnover)*	**0.09**	0.04
Water 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. **Yes: We have installed water meters on incoming raw water pipe lines.**

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. **We have implemented a mechanism for Zero Liquid Discharge at all units. 100% Effluent generated is recycled in SSP mixer as process water for acidulation of rock phosphate. On line PTZ camera and flow meters are installed to ensure Zero Liquid Discharge conditions under all conditions and real time data are communicated to CPCB/SPCB, servers.**
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Nox	mg/nm3	0.0255	0.024
Sox	mg/nm3	0.0233	0.022
Particulate matter(PM)	mg/nm3	0.0326	0.031
Persistent organic pollutants (POP)	mg/nm3	NA	NA
Volatile organic compounds (VOC)	mg/nm3	NA	NA
Hazardous air pollutants (HAP)	mg/nm3	NA	NA
Others – please specify	mg/nm3	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.: **Yes**

We have installed necessary air pollution control equipments for Single super phosphate fertilizer and Sulphuric acid plants along with on line stack monitoring instruments for SO2, F, PM as per requirement of CPCB/respective SPCB's. These systems are on line connected to CPCB/SPCB servers for real time monitoring air pollution parameters. We have provided tripping interlocks to process plants with these instruments; therefore, there is no adverse impact to air environment.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23(Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	*Metric tonnes of Co2 equivalent*	-	-
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	*Metric tonnes of Co2 equivalent*	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	-	-
Total Scope 1 and Scope 2 emission intensity *(optional)*– the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.: **No: We are generating captive power from by- product steam as produced during Sulphuric acid production at our Nimrani, Jhansi, Malwan and Somni units. Waste heat generated during sulphur burning is utilized for power generation in place of coal fuel as raw material for conventional coal thermal power plants. Thus power is generated without generation of GHG emission ie CO2 gas.**

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. **Yes: We are using waste heat generated during production of Sulfuric Acid for producing electricity through Steam Turbine.**

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23(Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste ***(A)***	8.61 MT	1150 MT
E-waste ***(B)***	-	-
Bio-medical waste ***(C)***	-	-
Construction and demolition waste ***(D)***	-	-
Battery waste ***(E)***	-	0.40 MT
Radioactive waste ***(F)***	-	-
Other Hazardous waste-Catalyst & Used Oil ***(G)***	2.11 MT	4.40 MT
Other Non-hazardous waste generated- Metal Scrap ***(H)***	729.17 MT	301.91 MT
Total (A+B + C + D + E + F + G+ H)	**739.89 MT**	**1456.71 MT**
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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. **(N)** ***Spent V2O5 catalyst is being disposed to authorized agencies i.e. MP Waste Management Board Pithampur and UP Waste Management Board Kanpur.***

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.
   We have adapted the policy of using chromium free chemicals for water treatments processes i.e. chemicals used in cooling towers are free from chromium and other heavy metals. We are complying with all conditions of Hazardous waste Authorization issued by SPCB's.
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/Officers	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.	Nirmarani, Jhansi, Kanpur, Somni	Manufacture SSP Fertilizer, Sulphuric acid and captive power generation based on waste heat	Yes
2.	Dahej, Nimbaheda	Manufacture of SSP Fertilizer	Yes

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 inpublic domain (Yes / No)	Relevant Web link
Expansion project for increasing sulphuric acid capacity and 600 TPD GSSP plant	F-No IA-J-11011/172/2020-IA-11(I) from MOEF New Delhi	07.07.2021	Yes by external agency M/S EQMS New Delhi	Yes	-

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, We are complying with conditions of respective SPCB's air and water consents and Authorization for hazardous wastes as mentioned.**

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
1.	Air (Prevention and Control of Pollution) Act, 1981	-	-	-
2.	Water (Prevention and Control of Pollution) Act, 1974	-	-	-

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:

Parameters	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption(A)	101,890,162.8 Mega Joules	6,04,27,094 Mega Joules
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**101,890,162.8 Mega Joules**	**6,04,27,094 Mega Joules**
From non-renewable sources		
Total electricity consumption (D)	-	5,94,64,656 Mega Joules
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources(D+E+F)	**-**	**5,94,64,656 Mega Joules**

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. **Yes**

We have installed addition/higher capacity economizers, air blower, alloy coolers ,cooling towers to enhance sulphuric acid capacity and steam generation from installation of heat recovery systems in sulphuric acid plants at Nimrani and Malwan. This has resulted I additional captive power generation of 4000 kwh/day at Nimrani and 3500 kwh/day at Malwan SA plants.

Variable Frequency Drives (VFD) have been installed on air blowers of sulphuric acid plants. Increased capacity of Sulphuric acid plants to the extent possible to generate more power from waste heat generated in Sulphuric acid plants.

2. Provide the following details related to water discharged:

Parameters	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	-	-

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. **N**

On line PTZ camera and flow meters are installed to ensure Zero Liquid Discharge conditions under all conditions and real time data are communicated to CPCB/SPCB's Servers.

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

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

(i) Name of the area : Nimrani, Dahej, Nimbaheda, Jhansi, Malwan, Somni

(ii) Nature of operations : Manufacturing of SSP (Fertilizers)

(iii) Water withdrawal, consumption and discharge in the following format:

Parameters	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	236300 KL	187856 KL
(ii) Groundwater	272000 KL	204839 KL
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal(in kiloliters)	**508300 KL**	392695 KL
Total volume of water consumption(in kiloliters)	**508300 KL**	392695 KL
Water intensity per rupee of turnover *(Water consumed in liter / turnover in rupees)*	0.09	0.04
Water intensity *(optional)* - the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment– please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment please specify level of treatment	-	-

Parameters	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(iii) Into Seawater	-	
- No treatment	-	-
- With treatment please specify level of treatment	-	-
(iv) Sent to third - parties	-	-
- No treatment	-	-
- With treatment please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment please specify level of treatment	-	-
Total water discharged (in Kiloliters)	-	-

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	*Metric tonnes of Co2 equivalent*	-	-
Total Scope 3 emissions per rupee of turnover	**-**	-	-
Total Scope 3 emission intensity *(optional)*– the relevant metric may be selected by the entity	**-**	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **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.
   There is no adverse impact on air environment.
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
	Resource efficiency We have installed DCS process control systems in SSP plant to optimize specific rock and sulphuric acid consumption. **Impact due to emissions** Provided interlock systems on online SO2/F/PM stack monitors for tripping process in case if permissible limit is crossed.	-	Optimized rock and sulphuric acid specific consumption for SSP manufacturing No adverse impact on environment

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. ***Yes***
   - Disaster management plan covers all activities of operations. Gases emission are monitored by online monitoring systems with tripping and alarms in case of adverse situation.
   - All our units are having zero liquid discharge conditions.
   - All solid/hazardous waste are disposed to authorised agencies only.
   - All our units are having occupational health centers.
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 impact on environment. Environment aspects and impacts have been studied for all activities of entity**
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. **0%**

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.
   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	The Fertiliser Association of India (FAI)	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
NA	NA	NA

Leadership Indicators

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
1	NA	NA	NA	NA	NA

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
NA	NA	NA	NA	NA	NA

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 ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
1	NA	NA	NA	NA	NA	NA

3. Describe the mechanisms to receive and redress grievances of the community.
   Company used to be in contact with the communities being affected by the operation of the Company, if any

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	Less than 1% of the domestic purchase	Less than 1% of the domestic purchase
Sourced directly from within the district and neighboring districts	Less than 1% of the domestic purchase	Less than 1% of the domestic purchase

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
NA	NA

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.	-	-	-

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**No**
   (b) From which marginalized /vulnerable groups do you procure? **NA**
   (c) What percentage of total procurement (by value) does it constitute? **NA**
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
1.	NA	-	-	-

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 : **NA**

Name of authority	Brief of the case	Corrective action taken
-	NA	-

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
1.	Rural Development	Entire Village Community Approx- 5,50,000 Persons	Approx 65%

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. **Customers complain are received through email/post, depending upon the nature of complain, the matter is then discussed with head of relevant departments.**
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	-
Safe and responsible usage	-
Recycling and /or safe disposal	-

3. Number of consumer complaints in respect of the following:

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remark	Received during the year	Pending resolution at the end of year	Remark
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

Voluntary recalls	-	-
Forced recalls	-	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? **(Yes) The Company has adequate Safeguard System i.e. Firewall & alternate data storage on cloud.**
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. **NA**

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). **www.kcfl.co.in**
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. **NA**
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. **NA**
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. **NO**
   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**
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. **NA**