

September 05, 2025

To, BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400001 <b>Scrip Code: 532967</b>	To, National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex, Bandra (E), Mumbai - 400 051 <b>Scrip ID: KIRIINDUS</b>
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Dear Sir/Madam,

**Sub: Submission of Business Responsibility and Sustainability Reporting.**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year 2024-25, which also forms part of the Annual Report for Financial Year 2024-25.

We request to kindly take the same on records.

Thanking you,

Yours faithfully,

**For Kiri Industries Limited**

**Suresh Gondalia**  
**Company Secretary**  
**M. No. : F7306**  
Encl: As stated

**DYES**

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**INTERMEDIATES**

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**CHEMICALS**

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# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

**THE BRSR FRAMEWORK IS BASED ON THE NATIONAL GUIDELINES FOR RESPONSIBLE BUSINESS CONDUCT (NGRBC) AND CONSISTS OF THREE SECTIONS:**

**Section A** provides a broad overview of the business, its offerings, business and operations footprint, employees, related parties, CSR and transparency.

**Section B** covers management and process disclosures related to the businesses aimed at demonstrating the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

**Section C** demonstrate Company's performance in integrating the nine Principles of NGRBC and Core Elements with key processes and decisions.

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24231GJ1998PLC034094
2.	Name of the Listed Entity	Kiri Industries Limited
3.	Year of incorporation	1998
4.	Registered office address	7 <sup>th</sup> Floor, Hasubhai Chambers, Townhall, Ellisbridge, Ahmedabad – 380006, Gujarat, India
5.	Corporate address	7 <sup>th</sup> Floor, Hasubhai Chambers, Townhall, Ellisbridge, Ahmedabad – 380006, Gujarat, India
6.	E-mail	<a href="mailto:info@kiriindustries.com">info@kiriindustries.com</a>
7.	Telephone	+91-79-2657 4371-72-73
8.	Website	<a href="http://www.kiriindustries.com">www.kiriindustries.com</a>
9.	Financial year for which reporting is being done	April 1, 2024 to March 31, 2025 (FY 2024-25)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	The paid-up equity share capital of the Company as of March 31, 2025, stood at ₹ 55.63 Crore consisting of 5,56,28,962 equity shares of ₹ 10/- each
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. Suresh Gondalia, Company Secretary of the Company Email ID: <a href="mailto:info@kiriindustries.com">info@kiriindustries.com</a> Telephone: +91-79-2657 4371-72-73
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a Standalone basis.
14.	Name of Assurance Provider	Not Applicable
15.	Type of Assurance obtained	Not Applicable

### II. Products/ Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing and trading of Dyes, Dyes Intermediates and Basic Chemicals	100

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

Sr. No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Dyes Intermediates	2011	56
2	Dyes	20114	37
3	Basic Chemicals	2011	7

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

Locations	Number of Plants	Number of Offices	Total
National	5	4	9
International	0	1	1

**19. Markets served by the entity:****a. Number of Locations**

Locations	Number
National (No. of States)	12
International (No. of Countries)	47

**b. What is the contribution of exports as a percentage of the total turnover of the entity?**

The Contribution of exports is 16% of the total turnover of the Company.

**c. A brief on types of customers**

The Company distributes its products through dealer and distributor network. The Company's products cater to the Chemical, Dyes, Dyes Intermediates, Pharma, Paper and Textile industries. In case of Dyes, the customer segment is textile manufacturers, leather manufacturers, dying, finishing etc. In case of Dyes Intermediates, the customer segment is various manufacturers of reactive dyes mainly in domestic market. Basic Chemical segment caters to the customers in dyes intermediates and pharma industries at domestic level.

**IV. Employees****20. Details as at the end of Financial Year:****a. Employees and Workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	811	785	96.79	26	3.21
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total Employees (D+E)</b>	<b>811</b>	<b>785</b>	<b>96.79</b>	<b>26</b>	<b>3.21</b>
<b>WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	444	399	89.86	45	10.14
6.	<b>Total Workers (F+G)</b>	<b>444</b>	<b>399</b>	<b>89.86</b>	<b>45</b>	<b>10.14</b>

**b. Differently abled Employees and Workers:**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	2	2	100	0	0
2.	Other than Permanent (E)		Not Applicable			
3.	<b>Total differently abled Employees (D+E)</b>	<b>2</b>	<b>2</b>	<b>100</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)		Not Applicable			
5.	Other than Permanent (G)	0	0	0	0	0
6.	<b>Total differently abled Workers (F+G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## 21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67
Key Management Personnel	5	0	0.00

## 22. Turnover rate for permanent employees and workers:

	FY 2024-25 (%)			FY 2023-24 (%)			FY 2022-23 (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.86	13.95	12.89	32.10	42.36	31.63	26.20	29.63	26.31
Permanent Workers	Not Applicable								

## V. Holding, Subsidiary and Associate Companies (including joint ventures)

### 23. Names of Holding / Subsidiary / Associate Companies / Joint Ventures:

Sr. No.	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
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Refer to Annexure-A (Form AOC-1) of Directors' Report for FY 2024-25 for information on Subsidiary/ Associate Companies/ Joint Ventures. The Company does not have any Holding Company. Further, entities are not required to participate in the BRSR initiatives of the Company.

## VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: No  
(ii) Turnover (in ₹): ₹ 62,440.06 Lakh for FY 2023-24  
(iii) Net worth (in ₹): ₹ 39,281.95 Lakh for FY 2023-24

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes,	NIL	NIL	NIL	NIL	NIL	NIL
Investors (other than shareholders)	<a href="http://www.kiriindustries.com/general-shareholders-information/">http://www.kiriindustries.com/general-shareholders-information/</a>	NIL	NIL	NIL	NIL	NIL	NIL
Shareholders		NIL	NIL	NIL	NIL	NIL	NIL
Employees and Workers		NIL	NIL	NIL	NIL	NIL	NIL
Customers		9	NIL	Complaints received were related to the Quality and Packaging of the products. All the complaints received during the year have been resolved.	4	NIL	Complaints received were related to the Quality and Packaging of the products. All the complaints received during the year have been resolved.
Value Chain Partners		NIL	NIL	NIL	NIL	NIL	NIL

**26. Overview of the entity's material responsible business conduct issues:**

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Water Management	Risk	Increased water consumption and constrained water supply are among the most critical global risks. Considering our dependency on water for the viability of our operations, we have identified it as a material risk for us.	<p>The Company has successfully implemented a total Zero Liquid Discharge (ZLD) system at its dyes intermediates manufacturing facilities. Additionally, ZLD has been adopted for select processes within the dyes manufacturing unit, with the objective of minimizing fresh water consumption and maximizing water recycling and reuse.</p> <p>To further strengthen our commitment to sustainable water management, we have undertaken several key initiatives:</p> <ul style="list-style-type: none"> <li>Optimized reuse and recycling of treated wastewater within plant operations, significantly reducing dependency on fresh water sources.</li> <li>Enhanced process efficiency by increasing reaction concentrations, thereby reducing the volume of wastewater generated.</li> </ul> <p>These efforts reflect our ongoing commitment to environmental stewardship. In recognition of our proactive approach, the Company was honored with the "Best Effort for Water Conservation" award in 2023.</p>	Negative
2.	Community Development	Opportunity	Community development activities help the Company to create a positive impact on society by undertaking meaningful interventions to bring significant benefits to large sections of society.	The Company is committed to creating sustainable opportunities for underprivileged communities through a range of impactful initiatives. These include enhancing access to quality education, promoting sustainable livelihood programs, fostering a healthier society, and supporting the development of rural infrastructure.	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Health and Safety	Risk	In chemical industry, failure to ensure Health & Safety can directly impact people and community and disrupt the operations	<p>The Company places the highest priority on the safety, health, and well-being of its employees and all relevant stakeholders. As a testament to this commitment, the Company's dyes manufacturing unit is certified under the ISO 45001:2018 Occupational Health and Safety (OHS) Management System, achieving 100% coverage as of 31st March 2025.</p> <p>We have implemented a comprehensive safety and health management system that encompasses all manufacturing facilities, offices, laboratories, and supply chain partners. This system ensures the protection and well-being of employees, visitors, contractors, and other stakeholders through proactive risk management and continuous improvement practices.</p>	Negative
4.	Diversity, Equity and Inclusion (DEI)	Opportunity	<p>To be on top of our innovation culture, we need diversity of thought, ideas, and perspectives. Focus on DEI helps to create better trust with employees which helps them in turn to perform better.</p> <p>Diversity, Equity, and Inclusion allows us to be more reflective of the society that we live in, provide opportunities to include people from all walks of life, respect our differences, foster socio-economic inclusion and help marginalized communities.</p>	---	Positive



Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Employee Practices & Benefits	Risk & Opportunity	<p>Risk – Employee development programmes and provision for employee benefits could be considered as incurred expenses to the Company.</p> <p>Opportunities- Structured employee development and engagement programmes accelerate the work satisfaction of the Company.</p> <p>Thereby enhancing the performance and Company's top-line. An enhanced collaboration amongst the team members lead to better communication, trust, talent pipeline, understanding of Company's long term corporate goals and priorities and improved employee retention.</p>	<p>The Company is committed to the continuous development of its employees by fostering a culture of learning and growth. Through on-the-job learning experiences, workshops, seminars, and structured training programs, we aim to enhance individual performance, thereby contributing to the overall growth and effectiveness of the organization.</p>	Negative & Positive
6.	Responsible Supply Chain	Risk	<p>Organizations are under increased pressure from shareholders, customers, and regulators to mitigate Environmental, Social and Governance (ESG) risk exposures within their supply chain. Not having sustainable supply chain management practices, a Company may be exposed to more risks including labour disruptions, workforce health and safety incidents, human rights issues, and shortages of raw materials.</p>	<p>The Company has established an integrated and agile supply network designed to effectively meet evolving business needs. We actively engage with suppliers to evaluate their performance against industry-leading social and environmental certification standards, ensuring alignment with our sustainability goals.</p> <p>In addition, the Company maintains a strong focus on the adoption of new-age technologies to drive productivity, efficiency, and continuous improvement across operations.</p>	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section describes the structures, policies and processes aligned to nine principles of business responsibility.

These briefly are as follows:

P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that are safe and contribute to sustainability throughout their life cycle.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive towards all its stakeholders, especially those who are disadvantaged, vulnerable and marginalized.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to restore and protect the environment.
P7	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible and transparent manner.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

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	<a href="http://www.kiriindustries.com/investors/">http://www.kiriindustries.com/investors/</a>								
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)	N	N	N	N	N	N	N	N	N
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustees) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO9001:2015, ISO14001:2015, ISO45001:2018, Global Organic Textile Standard (GOTS), Bluesign System Partner, Zero Discharge of Hazardous Chemicals (ZDHC) Registration								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	N	N	N	N
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA

### Governance, leadership and oversight

#### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements –

At Kiri Industries Limited (KIL), we are firmly committed to integrating Environmental, Social, and Governance (ESG) principles into every aspect of our business. ESG lies at the core of our strategy to improve environmental outcomes, enhance the quality of life in the communities we serve, and build long-term stakeholder value.

We uphold the principles of product stewardship by proactively managing the health, safety, and environmental impacts of our products and services throughout their lifecycle. Each of our business units is committed to sector leadership through the adoption of practical, sustainable strategies to combat climate change.

To this end, we continue to:

- Invest in cutting-edge technologies
- Adopt industry best practices to reduce air pollution and greenhouse gas (GHG) emissions
- Ensure effective waste and water management

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Our pursuit of sustainability is reflected in several tangible achievements and initiatives:

- In Monsoon 2024, we undertook extensive plantation activities, contributing to GHG reduction, biodiversity preservation, and overall environmental conservation.
- Our dyes and dyes intermediates division is certified under ISO 14001:2015 Environmental Management System, demonstrating our compliance with international environmental standards.
- We have established structured CSR programs focusing on Education, Health & Wellness, and Sports, supported by active employee volunteering, fostering meaningful engagement with local communities.
- Our operations are fully compliant with all statutory and regulatory requirements, ensuring timely and accurate reporting and disclosures.

In line with our governance priorities:

- We follow a robust procurement policy for goods and services, emphasizing transparency and ethical sourcing.
- Our IT infrastructure is secured through advanced systems, including disaster recovery and data protection mechanisms.
- Our HR policies promote holistic employee well-being, career development, diversity, workplace safety, and gender equality. A well-defined grievance redressal mechanism further strengthens employee trust and satisfaction.
- We provide all employees and workers with safe, clean, and healthy working conditions, reinforcing our commitment to responsible labor practices.

We strongly believe in fostering diverse and inclusive workplaces where every individual is empowered to thrive. Through ongoing initiatives that prioritize employee well-being and community development, we are generating positive social impact and supporting sustainable development goals.

Our engagement extends beyond company boundaries, as we actively collaborate with stakeholders to address critical social challenges and contribute to the well-being of society at large.

As we move forward, we remain focused on collaboration, innovation, and purpose-driven leadership— creating shared value for our stakeholders and society.

In conclusion, I extend my heartfelt gratitude to our employees, partners, and stakeholders for their unwavering support and dedication. Together, we are shaping a brighter, more sustainable future for our planet and our communities.

<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Name: Mr. Manish Kiri Designation: Chairman and Managing Director DIN: 00198284 Email ID: <a href="mailto:info@kiriindustries.com">info@kiriindustries.com</a>
<b>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related</b>	While the Company does not have a dedicated committee for environmental and social matters, periodic joint assessments are conducted by the Chairman and Managing Director in collaboration with key employees and functional heads.  These assessments focus on: <ul style="list-style-type: none"> <li>• Identifying and evaluating environmental and social issues</li> <li>• Understanding their potential impact on business continuity</li> <li>• Defining the strategic way forward to address these challenges</li> </ul> This approach ensures that sustainability considerations are integrated into the Company's decision-making processes and operational planning.

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	D	D	D	D	D	D	D	D	D	A	A	A	A	A	A	A	A	A
Compliance with statutory requirements of relevance to the principles and rectifications of any non-compliances	D	D	D	D	D	D	D	D	D	A	A	A	A	A	A	A	A	A

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.

No

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

Not Applicable. All the principals are covered by policies at Kiri Industries Limited.

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### PRINCIPLE 1

Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.

#### Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/ principals covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	Familiarization programmes are carried out by way of notes or presentations on various updates related to regulatory changes and other important topics/ areas.	100
Key Managerial Personnel			
Employees other than BoDs and KMPs	35	Familiarise with the Company's business, human rights, health, safety and to appraise about Company's policies.	100
Workers	30	Familiarise with the Company's productions, health & safety, human rights.	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 ₹)	Brief of the Case	Has an appeal been preferred? (Yes/ No)	
Penalty/ fine					
Settlement		NIL			
Compounding fee					
Non-Monetary					
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/ No)	
Imprisonment					
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:

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
Not Applicable	

**4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy:**

The Company has implemented a robust Anti-Bribery and Anti-Corruption Policy, which forms an integral part of its Human Resource Management Policy. The Company maintains a strict zero-tolerance stance against bribery and corruption in any form—whether in the giving or receiving of bribes.

This policy establishes clear ethical guidelines and expectations for conducting business on behalf of the Company, its subsidiaries, and affiliate entities. It applies to a broad range of stakeholders, including:

- All employees of the Company
- Any consultant, representative, agent, or subcontractor acting on the Company's behalf, whether in a paid or unpaid capacity
- Board members and advisers, whether paid or unpaid
- The Company's suppliers and vendors

Through this policy, the Company ensures that its operations are conducted with the highest standards of integrity, transparency, and accountability across all levels.

The policy can be viewed at: <http://www.kiriindustries.com/investors/>

**5. Number of Directors/KMPs/Employees/Workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

	FY 2024-25	FY 2023-24
Directors	NIL	NIL
KMPs		
Employees		
Workers		

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

**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

**8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:**

	FY 2024-25	FY 2023-24
Number of days of accounts payables	73	147

## 9. Open-ness of business:

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	53.60%	68.00%
	b. Number of trading houses where purchases are made from	170	185
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	74.75%	65.30%
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	26.75%	16.00%
	b. Number of dealers/ distributors to whom sales are made	108	140
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	72.36%	49.16%
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	9.04%	13.07%
	b. Sales (Sales to related parties / Total Sales)	24.92%	33.00%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0.00%	32.30%
	d. Investments (Investments in related parties/ Total investments made)	0.09%	1.05%

### Leadership Indicators

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

The Company has adopted a comprehensive Code of Conduct ("CoC") for its Directors and Senior Management Personnel, which outlines the processes established to identify, avoid, and manage conflicts of interest.

#### In line with the CoC:

- Any situation that involves or may reasonably be expected to involve a conflict of interest must be promptly disclosed to the Company Secretary.
- The Company obtains periodic and ongoing declarations from its Board members regarding their interests in other entities.
- Prior to entering into any transactions involving such individuals or entities, the Company ensures that all statutory approvals and internal clearances, as required under applicable laws and the CoC, are duly obtained.

This structured approach helps maintain transparency, accountability, and integrity in the Company's decision-making processes.

## 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 2024-25 (%)	FY 2023-24 (%)	Details of improvements in environmental and social impacts
R&D	0	4	The Company's R&D and Capex initiatives focus on developing advanced process technologies for a diverse range of dyes, with a strong emphasis on resource efficiency and minimizing environmental impact. Key measures include recycling, reusing, and reducing water consumption through reverse osmosis, and operating the dyes intermediate division on a zero-liquid-discharge principle to ensure sustainable water management.
Capex	5	9	

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

Yes, the Company has established a responsible supply chain mechanism, supported by clearly defined Standard Operating Procedures (SOPs) for the evaluation and approval of vendors. Materials are sourced from pre-approved local and international suppliers, ensuring consistency, quality, and compliance with the Company's ethical standards.

The Company maintains long-standing business relationships with regular vendors, and expects all suppliers—and their sub-tier suppliers—to adhere to strict standards related to Business Integrity, Human Rights and Labour Standards, Health and Safety, Environmental Sustainability

These expectations extend across the entire supply chain, including production processes, service delivery, and procurement practices, reinforcing the Company's commitment to responsible and sustainable sourcing.

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

32%

**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.**

**a) Plastics (including packaging):**

HDPE material used in packaging and other materials were collected by inhouse housekeeping workers, stored on separate storage area having impervious floor and cover on the top. Collected bags were reused for hazardous waste packing and leftover HDPE bags/liners were sale to GPCB authorised decontamination and reprocessing facility through GPCB XGN manifest system for its safe recycle and reuse.

**b) E-waste:**

Electronic waste collected and stored on separate E-waste storage area. This collected E-waste from our units were sent to GPCB authorised E-waste recycler.

**c) Hazardous waste:**

Each type of Hazardous waste generated from our units, were collected, segregated, stored on separate storage area having impervious flooring and cover on the top. Stored hazardous wastes were either reused in captive consumption or sold to GPCB authorised agency/vendors for its recycle/reprocessing and left over quantity disposed of to the GPCB authorised common landfill facility through GPCB XGN manifest system.

**d) Other waste:**

Other wastes such as MS scrap waste were sold off to the local vendors.

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

The Company manufactures products which are input materials for our customers who in turn finally manufactures the finished products. Therefore, these products packaging materials become pre-consumer plastic waste to our customers who recycle it through certified recyclers.

**Leadership Indicators**

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2024-25 (%)	FY 2023-24 (%)
Spent Sulphuric Acid	1.44	1.40
Spent Hydrochloric Acid	0.73	0.40
Acetic Acid	0.64	0.37
Glaubber salt	0.65	0.07

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

Indicate Product Category	Reclaimed products and their packaging materials as % of products sold in respective category
Quantity of reclaimed products is very negligible, as compared to products sold.	

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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	785	0	-	0	-	0	-	0	-	0	-
Female	26	0	-	0	-	26	100	0	-	0	-
<b>Total</b>	<b>811</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>26</b>	<b>3.21</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>
<b>Other than Permanent Employees</b>											
Male	Not Applicable										
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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	Not Applicable										
Female											
<b>Total</b>											
<b>Other than Permanent Workers</b>											
Male	399	0	-	0	-	0	-	0	-	0	-
Female	45	0	-	0	-	0	-	0	-	0	-
<b>Total</b>	<b>444</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>

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

	FY 2024-25 (%)	FY 2023-24 (%)
Cost incurred on wellbeing measures as a % of total revenue of the company	40.66	43.41

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

Benefits	FY 2024-25			FY 2023-24		
	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	0	Y	100	0	Y
Gratuity	100	0	N.A.	100	0	N.A.
ESI	54.25	0	Y	58.10	0	Y
Others- Please specify	--	--	--	--	--	--

### 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, we have taken a comprehensive approach to ensure accessibility for differently abled employees in all aspects of our infrastructure. The premises and offices are designed with keeping in mind the accessibility of differently abled employees.

### 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company has implemented a comprehensive Manpower Planning and Recruitment Policy, which forms a part of its broader Human Resource Management Policy. This policy is designed to uphold the principles of equal opportunity, fairness, and inclusivity throughout the employment lifecycle.

The policy explicitly ensures non-discrimination on the basis of Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race (including colour, nationality, and ethnic origins), Religion or belief, Sexual orientation, Any form of illness or handicap.

All employees are provided with equal access to internal job postings, promotions, and training opportunities, fostering a merit-based and inclusive work environment.

In alignment with the principles of the UN Global Compact, the Company is committed to offering equal opportunity and equal pay without discrimination in respect of employment and occupation, thereby promoting diversity, equity, and inclusion across the organization. Our policy can be accessed at <http://www.kiriindustries.com/investors/>.

### 5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NIL			
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.

	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	<p>The Company has instituted a formal Grievance Policy, as part of its Human Resource Management Policy, to provide a transparent and structured platform for employees and workers to raise concerns, express dissatisfaction, or lodge complaints in a constructive and orderly manner. This mechanism aims to ensure timely resolution and to maintain a harmonious and respectful workplace environment.</p> <p><b>Key features of the grievance redressal process include:</b></p> <ul style="list-style-type: none"> <li>• Encouragement of open dialogue: Employees are first encouraged to communicate directly with one another to resolve issues informally.</li> <li>• Supervisor involvement: If the issue remains unresolved, it may be discussed informally with the direct supervisor, who will attempt to resolve it through an informal meeting.</li> <li>• Escalation to HoD/HR: If informal efforts do not resolve the matter, employees may escalate the issue to the Head of Department (HoD) or the HR department.</li> <li>• Serious concerns: In cases where the grievance pertains to supervisor behavior potentially warranting disciplinary action, employees may report the issue directly to the HoD, HR department, or the next-level supervisor.</li> </ul>
Permanent Employees	

	(If Yes, then give details of the mechanism in brief)
	<p><b>The HR department plays a central role in the formal resolution process:</b></p> <ul style="list-style-type: none"> <li>• Employees may be asked to submit a grievance form or written application</li> <li>• The department will initiate conciliation procedures and investigate the matter</li> <li>• A formal decision is communicated to all involved parties</li> <li>• Appropriate corrective actions are taken to resolve the issue effectively</li> </ul> <p>Additionally, employees and workers have the right to appeal against any formal decision by escalating the matter to the Chairman &amp; Managing Director, ensuring a fair and unbiased review.</p>
Other than Permanent Employees	Not Applicable

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

There are no workers or employees in the Company who are part of any Association or Union.

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

Category	FY 2024-25					FY 2023-24				
	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	785	389	49.55	0	0	770	459	59.61	0	0
Female	26	9	34.62	0	0	17	7	41.18	0	0
<b>Total</b>	<b>811</b>	<b>398</b>	<b>49.08</b>	<b>0</b>	<b>0</b>	<b>787</b>	<b>466</b>	<b>59.21</b>	<b>0</b>	<b>0</b>
<b>Workers</b>										
Male	399	141	35.34	0	0	415	107	25.78	0	0
Female	45	20	44.44	0	0	52	6	11.54	0	0
<b>Total</b>	<b>444</b>	<b>161</b>	<b>36.26</b>	<b>0</b>	<b>0</b>	<b>467</b>	<b>113</b>	<b>24.20</b>	<b>0</b>	<b>0</b>

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	785	785	100	770	770	100
Female	26	26	100	17	17	100
<b>Total</b>	<b>811</b>	<b>811</b>	<b>100</b>	<b>786</b>	<b>786</b>	<b>100</b>
<b>Workers</b>						
Male	399	399	100	415	415	100
Female	45	45	100	52	52	100
<b>Total</b>	<b>444</b>	<b>444</b>	<b>100</b>	<b>467</b>	<b>467</b>	<b>100</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 of such system?**

Yes, the Company places the highest priority on the safety, health, and well-being of its employees and all other stakeholders. As part of its commitment to a safe work environment, the Company's dyes manufacturing unit is certified under the ISO 45001:2018 Occupational Health and Safety (OHS) Management System, with 100% coverage achieved as of March 31, 2025.

Our comprehensive safety and health management system extends across, all manufacturing locations, corporate offices and laboratories, contractors and supply chain partners.

We are committed to ensuring a safe, healthy, and secure working environment for all employees, contractors, visitors, and stakeholders by continuously identifying risks, implementing preventive measures, and promoting a culture of safety and responsibility across all levels of the organization.

**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 established a comprehensive framework for Hazard Identification and Risk Assessment (HIRA) and Hazard and Operability Study (HAZOP) to proactively identify and evaluate potential workplace hazards and operational risks. These systems are supported by robust Onsite Emergency Plans and a Disaster Management Plan to ensure effective preparedness and response during emergencies.

Our hazard and risk management process includes:

- Systematic identification, assessment, control, documentation, monitoring, and review of workplace hazards
- Prevention of incidents, injuries, occupational diseases, and disruption of plant operations
- Consideration of roles and responsibilities, competency levels, training, and awareness of employees and workers

Before the commencement of any activity, our qualified and experienced safety team conducts:

- HIRA and Job Safety Analysis (JSA)
- Implementation of Standard Operating Procedures (SOPs)
- Identification of routine and non-routine hazards
- Risk management strategies tailored to the specific nature of the task

On a daily basis, unsafe conditions and hazards are identified through:

- Plant safety rounds
- Safety checklists
- Proactive reporting and monitoring by the safety team

The resolution and closure of these findings are tracked during Safety Committee Meetings and internal safety audits, ensuring timely implementation of risk control measures and fostering a safe and compliant workplace.

Additionally, the Company conducts:

- HIRA and HAZOP studies
- Safety audits
- Onsite emergency drills and regular reviews of its Disaster Management Plan

These are carried out by both internal teams and external expert agencies across all production units, with regular updates to reflect evolving risks and best practices.

**c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)**

Yes. We encourage our workers to report work related hazards i.e. near miss incidents, injuries, unsafe conditions and unsafe acts through reporting to our safety committee members, which are being analysed during safety committee meetings. Tool box talk, work permit system and regular inhouse training is mandatory for all workers to inform and train them regarding work related hazards and remove themselves from such risks. We arrange 111A training as per Factory Act -1974 through DISH certified agency on regular basis. On daily basis, our safety team members conduct site safety visit and if they found any unsafe conditions and unsafe acts, they immediately remove concerned personnel from such risks.

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

Yes. All eligible employees are covered under ESI scheme. All production plants have in-house occupational health centres with qualified factory medical officers.

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

Safety incident/ Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	2	0
	Workers	0	0
Total recordable work-related injuries	Employees	2	2
	Workers	0	0
No. of fatalities	Employees	0	1
	Workers	0	0
High consequence work-related injury or ill- health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The well-being and safety of our personnel hold paramount significance for us. The Company recognizes that Occupational, Health and Safety (OHS) and overall physical and mental well-being of its employees is integral to its success and growth aspirations. We engage with individuals at all levels of our workforce and work towards reinforcing a safety culture throughout all our Company's operations. Our objective is to reduce incidents, minimize injuries, and consistently monitor the safety performance of our sites in order to provide safe workplace.

As part of our health and safety initiatives, we have put in place various measures in our facilities, a few of which are listed below:

- Provision and maintenance of fire detection, alarm and suppression systems
- Employee engagement campaigns on health & safety topics
- Regular training on occupational health & safety to sensitize employees

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
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 incidents are investigated by safety committee members. Root cause analysis and investigation and corrective/preventive actions carried out to prevent reoccurrence of the same incident. This detailed investigation was reviewed by senior management. This incident investigation report was discussed during safety meetings and during tool box training to bring awareness among employees and workers to prevent its recurrence.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N), (B) Workers (Y/N).**

Yes, we provide wide range of benefits through ESI policy, workman compensation policy etc.

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

The Company periodically confirms with value chain partners to ensure timely deduction and deposit of statutory dues in accordance with applicable laws and regulations.

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 number of affected employees / workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	1	0	1
Workers	0	0	0	0

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

Yes

#### 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.

Identification of key stakeholders is being done as a part of intergraded management system. The relevant stakeholder identification exercise has been carried out by the senior management in consultation with different departments. The stakeholders are identified based on a group who can affect or be affected by the Company. The identified stakeholder includes both internal and external stakeholders relevant to the organisation. The key stakeholder for the organisation includes employees and workers, investors and shareholders, government and regulators, vendors, customers and dealers, bank and financial institution, and the community.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of Engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees & Workers	No	Email/Meetings/ Conference calls/ Training Manuals	Continuous engagement throughout the year	HR policies, Career progression, Trainings, Health, Safety and Engagement initiatives.
Shareholders & Investors	No	Email/ Website/ Newspaper/ Conference calls/ Shareholder Meetings/ Public disclosures	Quarterly/ Need based	Corporate governance, Financial performance, Compliance, Profitability and Financial stability.
Customers	No	Email/ Telephone/ Virtual meetings/ In-person meetings	Regularly	Product quality and availability, After-sales service, Timeliness of delivery, Responsiveness to needs
Suppliers	No	Email/ Conference calls/ Meetings	Regularly	Quality, Timely delivery and payments, ESG consideration, Credit worthiness, Fair Business Practices.

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
Government and Government officials	No	Email communication/ Telephone/ Meetings/ Legal submissions and approvals	Need based	Compliance, Policy advocacy, Timely contribution to local infrastructure, Proactive engagement.
Bank and Financial Institutions	No	Email/ Meetings/ Calls	Need based	Effective and timely payments and receipts, Avail credit facilities, Various bank accounts.

## PRINCIPLE 5

### Businesses should respect and promote human rights.

#### Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	811	398	49.08	787	466	59.21
Other than Permanent	Not Applicable					
<b>Total Employees</b>	<b>811</b>	<b>398</b>	<b>49.08</b>	<b>787</b>	<b>466</b>	<b>59.21</b>
<b>Workers</b>						
Permanent	Not Applicable					
Other than Permanent	444	161	36.26	467	113	24.20
<b>Total Workers</b>	<b>444</b>	<b>161</b>	<b>36.26</b>	<b>467</b>	<b>113</b>	<b>24.20</b>

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

Category	FY 2024-25					FY 2023-24				
	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>Employees</b>										
<b>Permanent</b>	<b>811</b>	<b>33</b>	<b>4.07</b>	<b>778</b>	<b>95.93</b>	<b>787</b>	<b>130</b>	<b>16.52</b>	<b>657</b>	<b>83.48</b>
Male	785	33	4.20	752	95.80	770	128	16.62	642	83.38
Female	26	0	0	26	100	17	2	11.76	15	88.24
<b>Other than Permanent</b>	Not Applicable									
Male	Not Applicable									
Female	Not Applicable									
<b>Workers</b>										
<b>Permanent</b>	Not Applicable									
Male	Not Applicable									
Female	Not Applicable									
<b>Other than Permanent</b>	<b>444</b>	<b>259</b>	<b>58.33</b>	<b>185</b>	<b>41.67</b>	<b>467</b>	<b>211</b>	<b>45.18</b>	<b>256</b>	<b>54.82</b>
Male	399	224	56.14	175	43.86	415	192	46.27	223	53.73
Female	45	35	77.78	10	22.22	52	19	36.54	33	63.46

### 3. Details of remuneration/salary/wages

#### a. Median remuneration / wages:

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) <sup>1</sup>	3	₹ 84.00 Lakh	0	--
Key Managerial Personnel <sup>2</sup>	2	₹ 33.29 Lakh	0	--
Employees other than BoD and KMP	785	₹ 3.83 Lakh	26	₹ 4.92 Lakh
Workers	399	₹ 2.16 Lakh	45	₹ 1.92 Lakh

Note:

- BoD includes only Chairman & Managing Director, Whole-time Directors, who have drawn remuneration for the full FY 2024-25.
- Key Managerial Personnel includes Chief Financial Officer and Company Secretary.

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

	FY 2024-25 (in %)	FY 2023-24 (in %)
Gross wages paid to females as % of total wages	5.21	4.83

### 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

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

The Company is committed to provide a safe and positive work environment. In keeping with this philosophy, the organization has a Human Rights policy which is a part of Human Resource Management Policy. It applies to all the employees and to all locations where the Company conducts business and to all Company - sponsored events. Employees also have access to the HR team of the Company to whom they can highlight matters or concerns faced at the workplace.

Further, for that, the Company encourages any employee having complaints, concerns of suspected incidents, amongst others, unethical practices, violation of applicable laws and regulations, including the Integrity Code, PIT Code, and Fair Disclosure Code to promptly come forward and express them without any fear of retaliation. Violation of this policy or the refusal to cooperate will result in disciplinary action, up to and including termination and referral to the appropriate authorities.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	NIL	NIL	NA	NIL	NIL	NA
Discrimination at work place	NIL	NIL	NA	NIL	NIL	NA
Child labour	NIL	NIL	NA	NIL	NIL	NA
Forced labour/ Involuntary labour	NIL	NIL	NA	NIL	NIL	NA
Wages	NIL	NIL	NA	NIL	NIL	NA
Other human rights related issues	NIL	NIL	NA	NIL	NIL	NA

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

	FY 2024-25	FY 2023-24
Total complaints reported under Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/ workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

**8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

The Company aims to provide a safe working environment and prohibits any form of discrimination/harassment or related retaliation against or by any associate. We have policies like Grievances Policy, Whistle blower and Policy on Prevention of Sexual Harassment (POSH) which intend to prohibit such occurrences and ensure that there are no adverse consequences when an associate reports a complaint on discrimination or harassment. The Company ensures that he/she would not be jeopardized, terminated, or retaliated against for reporting any Protected Disclosure under the Policy unless it appears that the complaint is materially and unambiguously abusive and/or malicious or false and also ensures complete confidentiality by discussing only to the extent or with the persons required for the purpose of completing the process and investigations. Victimization to be treated as a serious matter including initiating disciplinary action on such person/(s) that subjects or threatens to subject the other person to any detriment.

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

Yes

**10. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	None

**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.**

Not applicable, as we have not come across any significant concerns from assessments conducted at our plant and offices.

**Leadership Indicators**

**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

There are no human rights grievances, therefore the Company do not require to change in business processes.

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

No human rights due-diligence was conducted.

**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, we have implemented specific provisions to cater to the needs of differently abled employees as well as visitors, in accordance with the Rights of Persons with Disabilities Act, 2016. We strongly advocate for equal opportunities for all individuals and recognize the significance of fostering a diverse and inclusive work environment. Our workplaces are designed to provide necessary assistance and support, including modifications to workstations or positions, to enable employees with disabilities to perform their job responsibilities.

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

Note: The Purchasing Power Parity (PPP) conversion rate used in intensity ratio calculations across Principle 6 is 20.66 for the year ended March 31, 2025 and 22.40 for the year ended March 31, 2024, as per the latest PPP conversion factor published by the IMF - for India.

- Essential Indicators**

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

Parameter	Unit	FY 2024-25	FY 2023-24
From renewable sources			
Total electricity consumption (A)	TJ	-	-
Total fuel consumption (B)	TJ	-	-
Energy consumption through other sources (C)	-	-	-
<b>Total energy consumed from Renewable Sources (A+B+C)</b>	<b>TJ</b>	<b>-</b>	<b>-</b>
From non-renewable sources			
Total electricity consumption (D)	TJ	171.80	146.88
Total fuel consumption (E)	TJ	1052.39	803.72
Energy consumption through other sources (F)	-	-	-
<b>Total energy consumed from non-Renewable Sources (D+E+F)</b>	<b>TJ</b>	<b>1224.19</b>	<b>950.60</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>TJ</b>	<b>1224.19</b>	<b>950.60</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption/ Revenue from Operations)	TJ/₹	1.9*10 <sup>-7</sup>	1.5*10 <sup>-7</sup>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)		3.9*10 <sup>-6</sup>	3.4*10 <sup>-6</sup>
Energy intensity in terms of physical output	TJ/MT	0.05	0.04

**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.**

During the year, Environmental Audit have been conducted by GPCB approved Environmental Auditors for our dyes and dyes intermediates units.

- 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

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	7,90,235.8	3,35,020.1
(iii) Third party water	24,116.05	22,067.51
(iv) Seawater / desalinated water	0	0
(v) Others – Reused/recycled water	10,9849.1	93,186.33
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>9,24,200.95</b>	<b>4,50,273.94</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>7,79,502.15</b>	<b>3,13,797.24</b>
<b>Water intensity per rupee of turnover</b> (Water consumed /turnover in rupees)	1.2*10 <sup>-4</sup>	5.0*10 <sup>-5</sup>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total water consumption / Revenue from operations adjusted for PPP)	2.4*10 <sup>-3</sup>	1.1*10 <sup>-3</sup>
Water intensity in terms of physical output – Production in MT	4.88 KL/MT	2.99 KL/MT

**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.**

During the year, Environmental Audit have been conducted by GPCB approved Environmental Auditors for our dyes and dyes intermediates units.

**4. Provide the following details related to water discharged:**

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment	-	-
- With treatment	-	-
<b>(ii) To Groundwater</b>		
- No treatment	-	-
- With treatment	-	-
<b>(iii) To Seawater</b>	<b>6,409</b>	<b>5,078</b>
- No treatment	-	-
- With treatment – Primary treated effluent from ETP via effluent conveyance channel discharged to sea water	6,409	5,078
<b>(iv) Sent to third-parties</b>	<b>40,570.14</b>	<b>27,609.29</b>
- No treatment	25,281.64	11,995.09
- With treatment – Primary & tertiary treated effluent stream sent to common effluent treatment plant [CETP]for further treatment and safe disposal	15,288.5	15,614.20
<b>(v) Others</b>		
- No treatment	--	-
- With treatment – please specify level of treatment	--	-
<b>Total water discharged (in kilolitres)</b>	<b>46,979.14</b>	<b>32,687.29</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.**

During the year, Environmental Audit have been conducted by GPCB approved Environmental Auditors for our dyes and dyes intermediates units.

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

The Company has implemented total Zero Liquid Discharge (ZLD) at its dyes intermediates facilities and implemented Zero Liquid Discharge for few products of dyes manufacturing facility. The main object of ZLD is to reduce fresh water consumption and to maximize recycle and reuse of water.

Following the treatment process, we endeavour to maximize the utilization of the treated water for internal purposes whenever feasible, promoting sustainable water management practices. By adhering to these measures, we strive to minimize our environmental impact and contribute to the preservation of natural resources.

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

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	MT /Month	0.2233	0.1700
SOx	MT /Month	0.8168	0.6326
Particulate Matter (PM)	--	--	--
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.**

During the year, Environmental Audit have been conducted by GPCB approved Environmental Auditors for our dyes and dyes intermediates units.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break- up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent/ Month	8024.56	6514.124
Total Scope 2 emissions (Break- up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent/ Month	2452.91	2344.81
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	<b>tCO<sub>2</sub>/₹</b>	<b>1.9*10<sup>-5</sup></b>	<b>1.7*10<sup>-5</sup></b>
<b>Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	<b>tCO<sub>2</sub>/₹</b>	<b>4.0*10<sup>-4</sup></b>	<b>3.2*10<sup>-5</sup></b>
Total Scope 1 and Scope 2 emissions intensity in terms of physical output - Production in MT	tCO <sub>2</sub> /MT	0.78	1.069

**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.**

During the year, Environmental Audit have been conducted by GPCB approved Environmental Auditors for our dyes and dyes intermediates units.

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

Reduction measures includes energy efficiency improvements and tree plantation. The Company had planted approximately 2300 nos. of trees. The company is under progress to identify various locations and carry out massive plantation to further reduce CO<sub>2</sub> emission.

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste, Please specify, if any. (G)	113602.92	89195.83
Other Non-hazardous waste generated (H)	Nil	Nil
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>113602.92</b>	<b>89195.83</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated/turnover in rupees)	1.75*10 <sup>-5</sup>	1.4*10 <sup>-5</sup>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated/ Revenue from operations adjusted for PPP)	3.6*10 <sup>-4</sup>	3.3*10 <sup>-4</sup>
Waste intensity in terms of physical output - Production in MT	0.71	0.85
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	63786.4	30828.677
(ii) Re-used	Recycled waste reused in process	Recycled waste reused in process
(iii) Other recovery operations	--	--
<b>Total</b>	<b>63786.4</b>	<b>30828.677</b>

Parameter	FY 2024-25	FY 2023-24
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	--	--
(ii) Landfilling	24955.2	11601.001
(iii) Other disposal operations	96466.2	55134.901
<b>Total</b>	<b>121421.4</b>	<b>66735.902</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.**

During the year, Environmental Audit have been conducted by GPCB approved Environmental Auditors for our dyes and dyes intermediates units.

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

At Company's all plants, various hazardous wastes are collected, stored and disposed of as per the Hazardous Waste Management Rules 2016. Working area of all units is impervious to protect the soil contamination. Company's business practice governs by "Reduction, Reuse, Recycling and Recovery" principle with a strong emphasis on resource optimization. The Company is updating production process of the existing products for reduction in process time, cost of production and wastes right at the source and to develop environment friendly and non-hazardous new products. The Company ensures responsible waste management practice involving maximum quantity of recycling and reusing its co-products. The Company converts its wastes to value added products.

**11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

Sr. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	GIDC, Vatva, Ahmedabad	Synthetic Organic Dyes and dyes intermediates	Yes. All conditions of consolidated consents and authorisation orders are complied with.
2.	Village : Dudhwada, Taluka : Padra, District : Vadodara	Dyes intermediates manufacturing unit	
3.	Village : Dudhwada, Taluka : Padra, District : Vadodara	Basic Chemicals manufacturing unit	

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

During current year, no new project was started by the Company. Therefore, no environmental impact assessments are required.

**13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format.**

The Company has complied with all the applicable environmental law/ regulations/ guidelines.

• **Leadership Indicators**

1. **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	Outcome of the initiative
1.	Reduction of fresh water consumption and waste water generation	<ul style="list-style-type: none"> <li>▪ Optimize recycle and reuse of treated industrial waste water in the plant operations to reduce overall fresh water consumption.</li> <li>▪ Increased reaction concentration in process to reduce waste water generation.</li> <li>▪ Segregation of waste water streams according to its characteristics to further improve efficiency of effluent treatment plant.</li> </ul>	We have optimized reuse, recycle of treated water which in turn saves natural resource water.
2.	Energy efficiency improvement steps taken to reduce fuel and electricity consumption	<ul style="list-style-type: none"> <li>▪ Increased batch size.</li> <li>▪ Increased total solids in our products before spray drying.</li> <li>▪ Some modifications done in ice plants such as increased cooling coil, harvesting &amp; freezing time settling done.</li> <li>▪ Increased spray drying capacity through airflow and pressure increase, spray nozzle and swirl chamber size increase, changed pulse timing etc.</li> </ul>	Reduction in fuel and electricity leads to reduction in greenhouse gas emissions.
3.	Segregation of hazardous waste	Segregation of ETP waste done at dyes unit. Segregated Gypsum and iron sludge units sent to cement industries for co-processing instead of land filling at authorised landfill sites.	Reduces the non-renewable resource lime stone powder and land required for land filling.
4.	Plantation activities	During year 2024-25, the company had planted approximately 2300 nos. of trees. The company is under progress to identify various locations and carry out massive plantation to further reduce greenhouse gas emissions.	Plantation activities leads to reduction in greenhouse gas emissions.

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

We have provided separate disaster management plan for all units of the Company. This plan comprises of geographical details of facilities available, risk analysis and environmental Impact assessment, storage & process hazards and controls, effluent treatment methods and other controls, fire protection control method of major hazards, plant wise on-site action plan in case of various emergency, mutual aid arrangements, medical and safety services, key persons available along with phone numbers & addresses and other relevant information to combat the emergency.

The key objectives of the plan are to provide the framework for an integrated multi – agency crisis response to a significant disaster incident within the Company, to define roles & responsibilities, preparedness for any emergency incident and to reduce the adverse impacts of an emergency incident.

3. **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?**

There is no adverse impact to the environment due to business operations of the Company. Company's units in Vatva and Padra feature optimally effective in-house effluent treatment plants, conforming to GPCB's outlet norms. Company's units have always maintained the highest level of compliance with the rules and regulations of the Government of India, vis a vis Health, Safety and Environment Protection.

Their consistent adherence to zero effluent discharge products at dyes units and zero effluent discharge at dyes intermediates unit has gained the acknowledgement and appreciation of GPCB representatives, other government agencies and environmental groups.

At dyes intermediate unit, by-products are being recovered, recycled and re-used in process and leftover quantity sold to end users. Dyes intermediate unit has developed unique water reduction, recovery, recycling and reusing system. The Company has opted reverse osmosis technology for effluent recycling system at its dyes unit.

The Company takes pro-active measures for pollution prevention. Periodical internal evaluations are conducted, backed by third-party i.e. an Environmental Auditor recognized by the GPCB.

The Company is having ISO 14001:2015 Certification for Environment Management, for its dyes and dyes Intermediates division.

For emission minimization, adequate stack heights have been provided to all the flue gas stacks and process vents. Efficient air pollution control systems are installed in respective units and all are operated and maintained regularly to ensure adherence to GPCB's pollution control norms. At dyes plant, the Company opted bag type dust collector system for all spray dryers to abate air pollution.

Additional to air exhaust ventilators, the Company has provided scrubbing systems at dyes and dyes intermediates units to improve work place air quality. At all units, preventive maintenance of all valves, fittings, pumps and other equipment is carried out regularly to ensure that there are no spillages/leakages leading to fugitive emission.

Sulphuric Acid is manufactured through the Double Conversion Double Absorption (DCDA) system, ensuring that emissions remain below than the prescribed limit of GPCB.

At Company's plants, various hazardous wastes are collected, stored and disposed off as per the updated Hazardous Wastes Management and Handling Rules, 2016. The Company Working area of all units is impervious to protect the soil contamination. Proper housekeeping practices makes the system easier and less costly.

The Company believes that industrial development and environmental integrity are not mutually exclusive. Indeed, they should be two sides of a coin, each side being equally important components of the coin's value. The Company has developed policy of Duo-Eco-Growth i.e. economic growth encompassing ecological growth.

## PRINCIPLE 7

**Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

- Essential Indicators**

- a. Number of affiliations with trade and industry chambers/ associations.**

Six (6)

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Bombay Chamber of Commerce & Industry	State
2	Gujarat Chamber of Commerce & Industry	State
3	Gujarat Dyestuff Manufacturers Association	State
4	Federation of Indian Export Organisations	National
5	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (CHEMEXCIL)	National
6	Associated Chambers of Commerce & Industry of India	National

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

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

**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
No such project requires SIA in the current or previous financial year					

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

Sr. No.	Name of project for which R&R is ongoing	State	District	No. of Projects Affected Families (PAFs)	% PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not Applicable						

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

We are committed to ensuring inclusive environment, where people are treated with dignity and respect, so that employees can bring their best selves to work. The community stakeholders have the facility of sharing their concerns with the management via e- mail mentioned on our website. Based on their grievances, we take corrective action where required in consultation with the concerned persons.

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

	FY 2024-25 (%)	FY 2023-24 (%)
Directly sourced from MSMEs/ small producers	2.08	7.44
Directly from within India*	85.77	92.17

\*Input material sourced from MSMEs is not considered in the calculation of input material sourced from within India.

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost: (Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)**

Location	FY 2024-25 (%)	FY 2023-24 (%)
Rural	65.98	57.07
Semi-urban	0.00	0.00
Urban	0.00	0.00
Metropolitan	34.02	42.93

**Leadership Indicators**

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments:**

Details of negative social impacts identified	Corrective action taken
Not applicable	

**PRINCIPLE 9****Businesses should engage with and provide value to their consumers in a responsible manner****Essential Indicators**

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company has implemented well-defined systems to receive and address consumer complaints. Marketing department receives customers' complaint through dedicated email address. Resolving these complaints in a timely and efficient manner is a key priority for our business operations. Once the complaint received, marketing department registers that complaint in ERP system and then it is forwarded to the respective departments. They acknowledge the receipt of the complaint and are required to close the complaints within a specified timeframe. After receiving the reply from respective departments,

the Marketing departments update the same with consumers and assure them to provide amicable solution. This proactive approach has allowed the business to effectively address the concerns of their stakeholders and continuously enhance the consumer experience.

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

	As a percentage to total turnover (%)
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data privacy	NIL	NIL	NA	NIL	NIL	NA
Advertising	NIL	NIL	NA	NIL	NIL	NA
Cyber-security	NIL	NIL	NA	NIL	NIL	NA
Delivery of essential services	NIL	NIL	NA	NIL	NIL	NA
Restrictive Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Unfair Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Other	9	NIL	Complaints received were related to the Quality and Packaging of the products. All the complaints received during the year have been resolved.	4	NIL	Complaints received were related to the Quality and Packaging of the products. All the complaints received during the year have been resolved.

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

	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

No

**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 maintains records of customers, customer's complaints, resolution of complaint in ERP system, which allowed access to authorised person only. There is no action taken by any regulatory authorities on safety of products.

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

**a. Number of instances of data breaches:**

Nil, there were no instances of reportable data breaches in the current financial year.

**b. Percentage of data breaches involving personally identifiable information of customers:**

Nil, there were no instances of reportable data breaches involving personally identifiable information.

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

Not applicable as there were no reportable data breaches for the year.

• **Leadership Indicators**

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

The information can be accessed through our website, the link is <http://www.kiriindustries.com/our-products/>.

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

Technical booklets and Product Shade card are provided to the customers wherein usage & other data are available.

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

Not Applicable

**For and on behalf of the Board of Directors**

**Manish Kiri**

Chairman & Managing Director

DIN: 00198284

Place: Ahmedabad

Date: August 11, 2025