

Date: 08.08.2025

To,  
National Stock Exchange of India Ltd.  
Exchange Plaza, C-1, Block G,  
Bandra Kurla Complex,  
Bandra (E)  
Mumbai – 400 051  
Dear Sir / Madam,

**Sub: Submission of Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2024-2025**

In compliance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2024-2025 which forms part of the Annual Report for the aforesaid Financial Year.

Please take the same on your records.

Thanking You  
Yours faithfully,  
For Krishana Phoschem Limited  
**ANIL**  
**SHARMA**  
(Anil Sharma)  
Company Secretary

Digitally signed by  
ANIL SHARMA  
Date: 2025.08.09  
13:13:54 +05'30'

## Annexure - I

# Business Responsibility and Sustainability Report 2024-25

Krishana Phoschem Limited always put sustainability at the heart of its business approach. We always put our responsibilities on priority basis to our stakeholders. We have balanced success as a business with unwavering focus on exemplary governance and responsiveness to the needs of the ecology and society.

### SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

1.	CIN	L24124RJ2004PLC019288
2.	Name of the Company	Krishana Phoschem Limited
3.	Year of Incorporation	14/05/2004
4.	Address of Registered office	Wing A/2, 1st Floor, Ostwal Heights, Urban Forest, Atun, Bhilwara (Raj.) 311802
5.	Address of Corporate Office	Wing A/2, 1st Floor, Ostwal Heights, Urban Forest, Atun, Bhilwara (Raj.) 311802
6.	E-mail ID	<a href="mailto:secretarial@krishnaphoschem.com">secretarial@krishnaphoschem.com</a>
7.	Telephone No.	01482-294582
8.	Website	<a href="https://www.krishnaphoschem.com">https://www.krishnaphoschem.com</a>
9.	Financial Year reported	Financial Year 2024-25
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE)
11.	Paid up Capital (Rs.)	₹61,82,76,000
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. Sunil Kothari (Whole time Director & CFO of the Company) Email Id: <a href="mailto:sunil@krishnaphoschem.com">sunil@krishnaphoschem.com</a> Mobile No. :- 9257011211
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, unless otherwise specified.

## II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Fertilizer	Manufacturing, Distribution, Sales & Marketing of crop	96.35%
2.	Chemical	Protection and crop Nutrition Products	3.65%

### 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 (SSP)	20122	12.98%
2	Benefited rock Phosphate	20122	2.39%
3	Di-ammonium Phosphate (DAP)/ Nitrogen, Phosphorus, and Potassium (NPK)	20122	71.58%
4	Sulphuric Acid	20112	0.28%
5	Phosphoric Acid	20112	3.37%
6	Other Fertilizer Products	20122	0.89%
7.	Other Trade Sale (Fertizer )	20122	8.51%

### 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	1	10	11
International	-	-	-

#### 17. Markets served by the entity:

##### a) Number of locations

Locations	Number
National (No. of States)	11
International (No. of Countries)	-

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

0%

##### c). A brief on types of customers

The Company serves various customers including retailers, distributors and traders through its domestic business. The Company's products are consumed within India.

### 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)	267	262	98.13	5	1.87
2.	Other than Permanent (E)	21	21	100.00	-	-
3.	Total employees (D + E)	288	283		5	
WORKERS						
4.	Permanent (F)	73	73	100	-	-
5.	Other than Permanent (G)	620	620	100	-	-
6.	Total workers (F + G)	693	693	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 employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

#### 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	3	-	-

## 20. Turnover rate for permanent employees and workers

(Trends for the past 3 years)

Particulars	FY- 2024-25			FY- 2023-24			FY- 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.26	0.00	14.26	21.75	40.00	22.02	13.07	22.22	35.29
Permanent Workers	3.54	0.00	3.54	11.03	0.00	11.03	3.54	0.00	3.54

## 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)	Whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	OstwalPhoschem (India) Limited	Holding	67.10%	No

## VI. CSR Details

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

Yes, refer to Annexure IX to the Board's report

(ii) Turnover as on March 31st 2025(in Rs.) 135823.89 Lakhs

(iii) Net Worth as on March 31st 2025 (in Rs.) 38380.38 Lakhs

## 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 complaints received	Grievance Redressal Mechanismin Place (Yes/No)	FY- 2024-25			FY- 2023-24		
	(If Yes,then provide web-link for grievance redress policy)	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 <a href="https://www.krishnaphoschem.com">https://www.krishnaphoschem.com</a>	0	0	-	0	0	-
Investors(other than shareholders)	Yes <a href="https://www.krishnaphoschem.com">https://www.krishnaphoschem.com</a>	0	0	-	0	0	-
Shareholders	Yes <a href="https://www.krishnaphoschem.com">https://www.krishnaphoschem.com</a>	0	0	-	0	0	-
Employees and workers	Yes <a href="https://www.krishnaphoschem.com">https://www.krishnaphoschem.com</a>	0	0	-	0	0	-
Customers	Yes <a href="https://www.krishnaphoschem.com">https://www.krishnaphoschem.com</a>	0	0	-	0	0	-
Value Chain Partners	Yes <a href="https://www.krishnaphoschem.com">https://www.krishnaphoschem.com</a>	0	0	-	0	0	-
Other (please specify)	Yes <a href="https://www.krishnaphoschem.com">https://www.krishnaphoschem.com</a> <a href="https://www.krishnaphoschem.com">https://www.krishnaphoschem.com</a>	0	0	-	0	0	-

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

The Company has structured an internal mechanism for identifying the risks on Environment, Social and Governance (ESG) matters and the same is being reviewed by the Board of the Company. The Company believes that a materiality assessment on sustainability issues will help to analyze and prioritize the issues that have the biggest impact from the Environment, Social and Governance (ESG) perspective. Further, the Company is in the process of enhancing this methodology by conducting this exercise on periodical basis.

S. No.	Material issue identified	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.	Environmental Footprint–Water management	Risk	Water scarcity can impair the company's operations and disrupt business.	Employee education around saving water, more efficient use of water in campuses, Rain water harvesting, recycling of waste water.	Negative
2.	Environmental Footprint –Waste management	Risk	Inadvertent non-compliance to existing and emerging regulations around recycling and the circular economy can result in economic penalties and reputation damage.	Reduction in waste generation, maximization of recycling and reuse.	Negative
3.	Corporate Governance – Board oversight, Conflict of Interest, Ethics, Risk and Compliance, Succession Planning	Risk	Strong corporate governance is core to achieving the organization's mission and any risks can undermine stakeholder trust, damage reputation and disrupt business.	Kindly refer to "Material aspects and company approach to them" in Corporate Governance Report	Negative
4.	Changing expectations of the workforce and work environments	Risk and Opportunity	<b>Opportunity</b> <ul style="list-style-type: none"> <li>Facilitating best-in-class employee experience and being recognized among the best employers in our key operating regions will help us attract, hire and retain the talent.</li> <li>Creating a diverse workforce to attract best-in-class talent and improve productivity</li> </ul> <b>Risk</b> <ul style="list-style-type: none"> <li>Continued employee preference to work out of remote locations on a long-term basis and our ability to grow profitably.</li> </ul>	We supported our employees to navigate the pandemic seamlessly through measures such as vaccination centers, hospital support, increased insurance coverage, and more.	Positive
5.	Safety risk	Risk and Opportunity	The manufacturing operations of the Company require employees to interact with plant, machinery, and material handling equipment, all of which carry an inherent risk of injury	Adherence to safety standards, the Company's Policy and highest operational standards for handling hazardous materials at plants.	Positive: Adoption of latest and cutting edge safety related protocols and measures to create a safe work environment Negative: Impact on health and well-being of employees at the Company.

## 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)	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	www.krishnaphoschem.com								
2. Whether the entity has translated the policy into procedures. (Yes /No)	Guidelines & procedures have been developed in line with and covering all the 9 principles related to the respective policy								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/standards (e.g.Forest Stewardship Council, Fair trade, Rainforest Alliance, Trustea) standards(e.g.SA8000,OHSAS,ISO,BIS)adopted by your entity and mapped to each principle.	• ISO 9001:2015, ISO/IEC17025								
5. Specific commitments, goals and targets set by the entity with defined timeliness, if any.	The Company is in process of implementing the identified Sustainability commitments, goals and targets.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Board of Directors of the Company has empowered the Stakeholders Relationship Committee to provide direction to the management and exercise oversight on the implementation of targets committed under ESG.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	“Our Company is committed to make the business truly sustainable and socially responsible.  The Company is deeply committed to achieving ESG related objectives and continue to prioritize related agenda over the near and medium term. The Company’s focus on ESG parameters is best reflected through values (Integrity   Unity   Responsibility   Pioneering   Excellence) that are imbibed in all spheres of activity of the Company.  The Company has adopted the Code of Conduct which guides our interactions with all key stakeholders including our Employees, Customers, Value Chain Partners, Communities, Investors, Environment & Society. Corporate Social Responsibility is an integral part of our culture.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board of Directors of the Company and Stakeholders Relationship Committee oversee the implementation of the Business Responsibility policies.								
9. Does the entity have aspecified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Stakeholders' Relationship Committee (SRC) of the Board of Directors is responsible for decision making on sustainability related issues								
</									

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

Subject for Review	Whether review was under taken 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	As a practice, policies of the Company are reviewed Annually or on a need basis director of the company. 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	The Company complies with all the applicable statutory requirements.																	

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
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The processes and compliances, however, may be subject to scrutiny by internal auditors and regulatory compliances, as applicable.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task(Yes/No)									
It is planned to be done in the next financial year(Yes/No)									
Any other reason(please specify)									

Not Applicable

## SECTION C: PRINCIPLE WISE PERFORMANCE 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**

## 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	% of persons in respective category covered by the awareness Programmes
Board of Directors	1	Business Conduct, Economy and environmental, social and governance parameters, Corporate Governance	100%
Key Managerial Personnel	5	Leadership in Governance and Risk Management, Business Responsibility Reporting, Facilitating innovation in Board Governance	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness Programmes
Employees other than BOD and KMPs	4	Health and Safety Related Issues, Human Right Issue and Webinar on Corporate Governance Symposium Series	80%
Workers	4	Health and Safety Related Issues and Human Right Issue	75%

2. Details offines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid inproceedings (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 SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the ofentity'swebsite):

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.

None

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

Yes. Our Code of Conduct contains guidelines on anti-bribery and anti-corruption. Company is committed to

upholding the highest moral and ethical standards, and does not tolerate bribery or corruption in any form.

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

There have been no cases involving disciplinary action taken by any law enforcement agency for the charges of bribery / corruption against directors / KMP / employees / workers that have been brought to our attention

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

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.

## 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 improvement in Environmental and Social impacts
R&D	0	0	-
Capex	0	0	-

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

Yes, The Company considers the social, ethical and environmental performance factors in the process of selecting suppliers.

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

74% of suppliers are covered in the responsible sourcing program.

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 wasteand (d) other waste.

The Company has adopted best practices to manage waste in an eco-friendly manner. To achieve these objectives, the Company has implemented "Reduce, Reuse, Recycle" concept for effective waste management. The Company endeavours to sustainably use and recycled resources and create a circular economy where possible.



This ensures the efficacy of waste water management and ensures that the systems are running properly.

#### Plastic Waste Management

The Company has set up a system to collect plastic waste in order to meet its obligation of collecting the plastic waste like torn HDPE bags & Metal scrap generated due to its products. The plastic waste is collected, segregated, and disposes off as per CPCB and MoEF Guide lines.

#### Hazardous waste

Hazardous waste is handled as per the regulations prescribed by the national and state pollution control boards. Some of the initiatives to reprocess and re-use waste include re-processing the materials generated in the granulation of fertilizers as well as the sludge waste from raw materials.

#### Water Waste Management

Company have Implementing zero liquid discharge policy to enhance water efficiency of products and promoting

water efficient crop management practices among farmers, all wastewater generated in the process is recovered, treated and reused in process.

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, EPR is applicable to the Company and we are in process to comply Extended Producer Responsibility. However, as a leading manufacturer it is a business imperative that the Company ensures safe disposal of the pre-consumer and post-consumer packaging. The Company has been ensuring the collection and safe disposal of its packaging waste through the waste minimization and recycling/reuse perspective.

### PRINCIPLE 3

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

#### 1. a. Details of measures for the well-being of employees:

% of employees covered by									
Category	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%
		(b)	(B/A)	(C)	(C/A)	(D)	(D/A)	(E)	(E/A)
Permanent employees									
Male	262	-	-	262	100	-	-	-	-
Female	5	-	-	5	100	-	-	-	-
Total	267	-	-	267	100	-	-	-	-
Other than Permanent employees									
Male	21	-	-	21	100	-	-	-	-
Female	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-

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

% of employees covered by											
Category	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity facilities		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	73	-	-	73	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	73	-	-	73	100%	-	-	-	-	-	-
Other Than Permanent Workers											
Male	620	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	620	-	-	-	-	-	-	-	-	-	-

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

Benefits	FY- 2024-25			FY- 2023-24		
	No. of employees Covered as %of total employees	No. of workers Covered as %of total employees	Deducted and deposited with the authority	No. of employees Covered as %of total employees	No. of workers Covered as %of total employees	Deducted and deposited with the authority
PF	94%	100%	Y	93.75%	100%	Y
GRAT.	100%	100%	Y	100%	100%	Y
ESI	-	-	-	-	-	-
OTHER	-	-	-	-	-	-

## 3. Accessibility of work places

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.

Our offices is accessible to differently abled employees and workers. While all of the current facilities may not be fully equipped for differently abled individuals, company is actively working to improve accessibility across the organization.

## 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 is governed by the code of conduct of the company whereby all the employees and those eligible are provided with equal opportunities. The Company is committed by an inclusive work culture without any discrimination on the grounds of race, caste, religion, color, marital status, gender, sex, age, nationality, ethnic origin, disability and such other grounds as prescribed and protected by the applicable laws.

## 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	100%	100%	100%	100%
Female	100%	100%	100%	100%

## 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.

Permanent Worker	The Company has always believed in open and transparent communication. Employees are encouraged to share their concerns with their HODs, HR or the members of the Senior Leadership Team. In addition, new employees are sensitised on Code of Conduct principles, which also forms part of the employee induction programme. The Company have put Complaint Box at every plant locations and office and maintain Complaint Register to redress grievances of employees and workers. The company has in place prevention of sexual harassment at the workplace policy and Whistle blower policy applicable to all employees.
Other than Permanent Worker	
Permanent Employees	
Other than Permanent Employees	

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

The Company does not have any employee associations. The Company, however, recognizes the right to freedom of association.

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

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

The Company provides regular trainings on Health & Safety to all its employees. The Company aims to provide highest quality training and minimizing workplace accidents, without focusing upon the number of hours spent in the training.

Category	FY 2024-25					FY 2023-24				
	Total (A)	On health and safety measures		On skills upgradation		Total (D)	On health and safety measures		On skills upgradation	
		No. (B)	%B/A	No. (C)	%C/A		No. (E)	%E/D	No. (F)	%F/D
Employees										
Male	283	240	85%	254	90%	222	200	90%	222	100%
Female	5	5	100%	5	100%	4	3	75%	4	100%
Total	288	245		259		226	203		226	
Workers										
Male	73	70	96%	73	100%	77	70	90%	77	100%
Female	-	-	-	-	-	-	-	-	-	-
Total	73	70		73		77	70		77	

## 9. Details of Performance and career development reviews of employees and workers

Category	FY- 2024-25			FY- 2023-24		
	Current Financial Year			Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
<b>Employee</b>						
Male	283	283	100%	222	222	100%
Female	5	5	100%	4	4	100%
<b>Total</b>	<b>288</b>	<b>283</b>	<b>100%</b>	<b>226</b>	<b>226</b>	<b>100%</b>
<b>Workers</b>						
Male	73	73	100%	77	77	100%
Female	-	-	-	-	-	-
<b>Total</b>	<b>73</b>	<b>73</b>	<b>100%</b>	<b>77</b>	<b>77</b>	<b>100%</b>

All employees of the Company undergo an appraisal process as determined by the Company. The appraisal process is based on criteria on the basis of timely and systematic working, accountability, additional contribution to work, contribution to the overall performance of the Company.

## 10. Health and safety management system:

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

Yes, safety is a core value over which no business objective can have a higher priority. The Safety & Health Management system covers activities across all manufacturing locations, offices and supply chain partners and ensures the protection of environment, health & safety of its employees, contractors, visitors and all other relevant stakeholders.

The Company has also adopted Environment, Health & Safety Policy which can be accessed on its website at: <https://www.krishnaphoschem.com>.

- 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 provides Regular site review, inspections and audits to assess safety preparedness, Regular mock drills for fire as well as medical

emergencies. Employee engagement campaigns on health & safety topics such as fire safety, road safety, emergency evacuation to managing the hazards and identifying its risks.

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

Yes. The process is available at all the locations. The processes include direct interaction with controller or safety officer, suggestion box, approaching the Health and Safety Team, Regular site review, inspections and audits to assess safety preparedness, Regular mock drills for fire as well as medical emergencies. Employee engagement campaigns on health & safety topics such as fire safety, road safety, emergency evacuation, ergonomics among others.

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

Yes. All employees are covered under the Group Personal Accident Policy.

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

Safety Incident/Number	Category	Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR)(peronemillion-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
Highconsequencework-relatedinjuryorill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Safety has been a core value and always is the top priority in the company. The Company has structured safety organization for monitoring, implementing and taking corrective actions for safety improvements.

KPL is committed to provide safe workplaces focusing on preventing injuries, illnesses, and continuously strives to eliminate hazards and reduce risks. Hazard identification is conducted to identify such risk and ensure that proper mitigation measures are put in place to create a healthy and safe work environment.

The Company has a systematic process for identification of work-related hazards. The Company has in place a mechanism for identification of fire hazards, preparation

of action plan for control system and plans to mitigate or eliminate hazards.

Some of the mitigation measures to prevent or mitigate significant occupational health & safety impacts include –

- Provision and maintenance of fire detection, alarm and suppression systems
- Regular site review, inspections and audits to assess safety preparedness
- Regular mock drills for fire as well as medical emergencies.
- Employee engagement campaigns on health & safety topics such as fire safety, road safety, emergency evacuation, ergonomics among others.

# 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 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% of plants and offices were assessed by entity through internal audits.
Working Conditions	

# 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.

The following corrective action taken or underway to address safety-related incidents:

- Organized Safety training programs to create the awareness on safety;
- Employees have been advised to wear the PPE's in the workplace;
- Work instructions & Safe Work Practices were made & readily available.

**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.**

Any individual or group of individuals that adds value to the business of the Company or who are impacted by us are identified as a core stakeholder of the Company.

The Company has identified suppliers, customers, employees, local community and investors as its key stakeholders.

**2. Lists take holder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

Stakeholder Group	Whether Identified as As Vulnerable & Marginalized Group (Yes/No)	Channels of Communication	Frequency of Engagement (Annually/Half Yearly/ Quarterly/ Others- Please Specify)	Purpose and Scope Of Engagement Including Key topics And concerns raised during such engagement
Customers	No	Email, SMS, Newspaper, Pamphlets, Advertisement Community Meetings, Notice Board Other Website, social media, Conferences events, Phone Calls.	As and when required	Understanding client, Customer satisfaction, industry and business challenges
Investors/ Shareholders	No	Email, Website, Analysts/ Investor Calls, Annual General Meetings, Press releases Newspaper advertisements	Quarterly and need based	To inform on how the company is currently doing and what it plans to do in near term future. Understanding shareholder expectations
Employees	No	Direct, email, team meetings, video conferences; audio conference calls	Regular	Performance appraisal, Career growth, Skill development trainings, Fair remuneration, safe workplace, employee satisfaction.
Suppliers	No	Email, Phone calls, Advertisements, website and social media	As and when required	Business/Project related
Governments & Regulatory Authorities	No	Advertisements, website and social media, Phone calls, emails and meetings	As and when required	Discussions with regard to various regulations, amendments, inspections, approvals and assessments.
Communities	No	Meetings, Training and workshops Advertisements, website and social media, Complaints and grievance mechanism	As and when required	Monitoring & implementing the CSR projects and activities

**PRINCIPLE 5** BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

**Essential Indicators**

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

Category	FY- 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	267	245	92%	208	188	90%
Other than permanent	21	15	71%	18	11	61%
<b>Total Employees</b>	<b>288</b>			<b>226</b>		
<b>Workers</b>						
Permanent	73	67	92%	77	42	54.55 %
Other than permanent	-	-	-	-	-	-
<b>Total Workers</b>	<b>73</b>			<b>77</b>	<b>42</b>	<b>54.55 %</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)
Employees										
Permanent										
Male	262	-	-	262	100%	206	9	4.37%	197	95.63%
Female	5	-	-	5	100%	2	-	0%	2	100%
Other	-					-				
Other than Permanent										
Male	21	-	-	21	100%	16	-	0%	16	100%
Female	-	-	-	-	100%	2	-	0%	2	100%
Other	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	73	-	-	73	100%	77	7	9.09%	70	90.91%
Female	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-

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)	6	-	2	-
Key Managerial Personnel	3	125318	-	-
Employees other than BOD and KMP	280	25529	5	42096
Workers	73	18929	-	-

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

Yes, Human rights is a sensitive issue and Company has zero tolerance to Human Rights violation. Human Rights is one of the Key Focus area for the Organisation. For any Human Rights violation, whenever reported, the employees can raise their concerns related to human rights issues with the HR team.

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

For any grievances on human rights issues, the employees can reach out to Human Resources team. The grievances are duly addressed and corrective measures deemed fit are taken.

**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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
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.**

The Company has in place an appropriate Policy on Prevention of Sexual Harassment of Women at Workplace in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to prevent sexual harassment of its employees. The company is intolerant to any discrimination and harassment related issues and takes timely measures to address the grievance. We sensitize the employees on prevention of sexual harassment at workplaces periodically through internal communications and training programmes.

**8. Do human rights requirements form part of your business agreements and contracts?**

Yes, the business agreements and contracts do include Company's expectations to promote sustainability, fair competition and respect for human rights

**9. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100 % Our Company internally monitors compliance for all relevant laws and policies pertaining to these issues. There have been no observations by local statutory / third parties in India in FY 2024-25.
Forced/involuntary labour	
Sexual harassment	
Discrimination at work place	
Wages	
Others	

**10. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 9 above.**

There were no significant risks or concerns.



**PRINCIPLE 6**
**BUSINESS SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**
**Essential Indicators**

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

Parameter	FY2024-25 In GIGA Joules	FY 2023-24 In GIGA Joules
Total electricity consumption(A)	188889.06	155306.92
Total fuel consumption(B)	169809.67	129701.66
Energy consumption through Other sources(C)	0.00	0.00
<b>Total energy consumption (A+B+C)</b>	<b>358698.73</b>	<b>285008.58</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in Lakh rupees)	2.64	3.08
Energy intensity per unit of production volume	0.54	0.54

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

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any - No

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

Parameter	FY2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0.00	0.00
(ii) Ground water	0.00	0.00
(iii) Third party water	710097	707945
(iv) Seawater/desalinated water	0.00	0.00
(v) Others	0.00	0.00
<b>Total volume of water with drawal (in kilolitres)(i+ii+iii +iv+v)</b>	<b>710097</b>	<b>707945</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>710097</b>	<b>729171</b>
<b>Water intensity per rupee of turnover</b> (Water consumed/turnover)	5.23	7.90
<b>Water intensity per unit of production volume</b>	1.07	1.40

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

No

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

Yes, Company has achieved zero liquid discharge across all the campuses. KPL optimizes water consumption through conservation, sewage treatment and reuse, and rainwater harvesting. All new campuses have been designed for 100% treatment and recycling of sewage, and rainwater harvesting.

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

Parameter	Please specify unit	FY-2024-25 (In MT)	FY-2023-24 (In MT)
NOx	Mg/NM3	14.85	12.41
Sox	Mg/NM3	646.47	402.32
Particulate matter (PM)	Mg/NM3	173.54	124.66
Persistent organic pollutants(POP)	NA	NA	NA
Volatile organic compounds(VOC)	NA	NA	NA
Hazardous air pollutants(HAP)	Mg/NM3	9.06	7.88
Others - Ammonia	Mg/NM3	102.79	77.43

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

No



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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	13706.93	10533.60
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	22719.16	18679.97
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		<b>0.27</b>	<b>0.32</b>
<b>Total Scope 1 and Scope 2 emission intensity Per unit of production volume</b>		<b>0.05</b>	<b>0.05</b>

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

No

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

No, Company do not have any project related to reducing Green House Gas emission but company is actively working on the strategy of reduction of GHG emissions across its operations through plantations at each location contribute to reduce the GHG emissions.

8. 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)	-	-
E-waste (B)	0.48 MT	0.25 MT
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	2 No.	-
Other Hazardous waste. Please specify, if any. (G)		
<b>I – Silica Spent Oil</b>	169.76 MTPA	43.50 MTPA
	92 LTPA	50 LTPA
<b>II – Iron Sludge SOX, NOX SLURRY</b>	-	-
<b>III Spent Catalyst, Sludge</b>	- 0.66 MTPA (Spent Catalyst)	0.08 MTPA
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
I Scrap	As per generation	As per generation
II Spray Drier Ash	-	-
III Empty Barrel	5 MTPA	-
<b>Total (A+B+C+D+E+F+G+H)</b>		
<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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	-	-
<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	-	43.50
(iii) Other disposal operations	169.76	-
<b>Total</b>	<b>169.76</b>	<b>43.50</b>

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

No

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

Generated hazardous waste collected and stored in bag in covered shed. Disposal of the same is being done as per prescribed norms to the TSDF along with manifest. Detail of the same is shared to Pollution Control Board on yearly basis in the annual return etc.

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:

Not Applicable. The Company does not have any facilities in and around ecologically sensitive areas.

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

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

Yes. We are compliant with the applicable environmental law / regulations / guidelines in India.

## 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.

The Company is affiliated with 1 (one) trade and industry chambers/associations.

- b. List the top10 trade and industry chambers/associations(determined based on the total members of such body) the entity is a member of/affiliatedto.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Fertilizer association of India	National
2	Mewar Chambers of Commerce	National

2. Provide details of corrective action taken or under way on any issues related to anti competitive conduct by the entity, based on adverse orders from regulatory authorities - Not Applicable.

## PRINCIPLE 8

**BUSINESS SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT:**

### Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects under taken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date	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 on going Rehabilitation and Resettlement(R&R) is being undertaken by your entity, in the following format:

Not Applicable

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

The Company has internal grievance redressal mechanism in place to address the grievance raised by the stakeholders. The Board reviews the status of the grievance raised, pending, disposed.

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

	FY2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	12%	6%
Sourced directly from within the district and neighbouring districts	22%	14%

## PRINCIPLE 9

**BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CUSTOMERS IN A RESPONSIBLE MANNER.**

## Essential Indicators

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

The Company has Customer Care number, Email, Website to enable customers to log any complaints or feedbacks. Customer can also provide feedback through Social Media.

## 1. 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 (Energy Used, Water Consumed, No. of People involved in production, etc.)	-
Safe and Responsible Usage	100
Recycling and/or safe disposal	100

## 2. Number of consumer complaints in respect of the following:

	FY- 2024-25			FY- 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

We do not have any consumer complaints in respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, unfair trade practices.

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

There have been no instances of product recall (voluntary or forced) on account of safety issues during the financial year 2024-25.

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

Yes. The Company has under the Code of Conduct, included the Cyber security, including data and information security which includes the Cyber Security Risk. The Code of Conduct is available on [www.krishnaphoschem.com](http://www.krishnaphoschem.com)

## 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.

None

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

**Praveen Ostwal**  
(Managing Director)  
(DIN: 00412207)

**Sunil Kothari**  
(Whole time Director & CFO)  
(DIN: 02056569)

Place: Bhilwara  
Date: 06.05.2025