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Tel.: (+91 22) 2663 6450, Fax: (+91 22) 2610 8030, Email: [info@nglfinechem.com](mailto:info@nglfinechem.com) CIN L24110MH1981PLC025884, Website [www.nglfinechem.com](http://www.nglfinechem.com)

August 1, 2023

To,  
Listing Department  
BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai — 400 001.

To,  
Listing Department  
National Stock Exchange of India Limited  
Exchange Plaza, 5<sup>th</sup> Floor, Plot No. C/1,  
G Block, Bandra Kurla Complex,  
Bandra East, Mumbai 400050.

**Sub: Submission of Business Responsibility and Sustainability Report for FY 2022-23**  
**Ref: NGL Fine-Chem Limited (Scrip Code: 524774) Symbol: NGLFINE**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report for FY 2022-23, which also forms part of the Annual Report for FY 2022-23. The BRSR along with Annual Report for FY 2022-23 is available on the website of the Company <https://www.nglfinechem.com/disclosures-under-regulation.html#3>

We request you to kindly take this information on record.

Thanking you,

Yours truly,

**For NGL Fine-Chem Limited**

Pallavi Satish  
Pednekar

Digitally signed by  
Pallavi Satish Pednekar  
Date: 2023.08.01  
13:29:46 +05'30'

Pallavi Pednekar  
Company Secretary and Compliance Officer  
Membership No: A33498

Encl: As Above.



## Business Responsibility & Sustainability Report

### DIRECTOR'S MESSAGE

I, Mr Milind Shinde, Chairman of your Company, NGL Fine-Chem Limited, would like to share with you our vision and values on business responsibility and sustainability. We believe that being a responsible and sustainable business is not only good for the planet but also for our stakeholders and our long-term growth. We are committed to making a positive impact on the environment, society and governance (ESG) aspects of our business, and to disclosing our performance transparently.

We have adopted the Business Responsibility and Sustainability Report (BRSR) framework, which aligns with the National Guidelines on Responsible Business Conduct (NGRBC), to report on our ESG practices and priorities. The BRSR helps us establish links between our financial results and our ESG performance and communicate them effectively to our regulators, investors and other stakeholders.

Our business responsibility and sustainability strategy are guided by our core values of excellence, integrity, innovation, respect and collaboration. We strive to deliver high-quality products to our customers, while minimising our environmental footprint, enhancing our social impact and ensuring good governance. We also engage with our suppliers, partners and communities to promote responsible and sustainable practices across our value chain.

We are proud of our achievements in business responsibility and sustainability, but we also recognise that there is always room for improvement. This is the first year of BRSR reporting for your Company, and we are reporting on the essential indicators only and your Company endeavours to report on the leadership indicator in later parts. We, believe that together, we can create a more responsible and sustainable future for our Company and society.

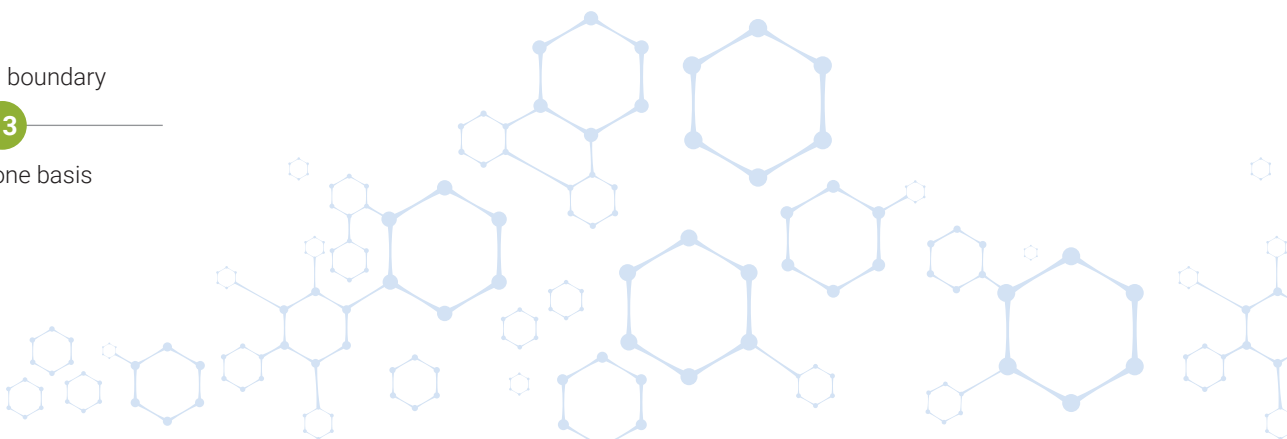




## SECTION A GENERAL DISCLOSURES

### I. Details of the Listed Entity

Corporate Identity Number (CIN) of the Listed Entity <b>1</b>	Name of the listed entity <b>2</b>	Year of incorporation <b>3</b>
L24110MH1981PLC025884	NGL FINE-CHEM LIMITED	18 <sup>th</sup> December, 1981
Registered office address <b>4</b>	Corporate address <b>5</b>	E-mail <b>6</b>
301, E Square Subhash Road Vile Parle (East) Mumbai - 400057, Maharashtra	301, E Square Subhash Road Vile Parle (East) Mumbai - 400057, Maharashtra	<b><u>cs@nglfinechem.com</u></b>
Telephone <b>7</b>	Website <b>8</b>	Financial year for which reporting is being done <b>9</b>
022 – 40842222	<b><u><a href="https://www.nglfinechem.com/">https://www.nglfinechem.com/</a></u></b>	1 <sup>st</sup> April, 2022 to 31 <sup>st</sup> March, 2023
Name of the Stock Exchange(s) where shares are listed <b>10</b>	Paid-up capital <b>11</b>	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: <b>12</b>
a) National Stock Exchange of India Limited b) BSE Limited	₹ 30,890,120/-	a) Name – Mrs Pallavi Pednekar b) Designation – Company Secretary & Compliance Officer c) Telephone – 022-40842263 d) E-mail – <b><u>cs@nglfinechem.com</u></b>
Reporting boundary <b>13</b>		
Standalone basis		



## II. PRODUCTS / SERVICES

### 1. Details of business activities (accounting for 90% of the turnover on a standalone basis)

Sr. No.	Description of the main activity	Description of business activity	% of turnover of the entity
1	Pharmaceutical	Manufacturing of pharmaceuticals and intermediates for usage in veterinary and human health.	100%

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

Sr. No.	Product / Service	NIC Code	% of turnover consolidated
1	Manufacturing of pharmaceuticals, medicinal and chemical products	210	100

## III. OPERATIONS

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

#### National



Number of Plants

3



Number of Offices

2

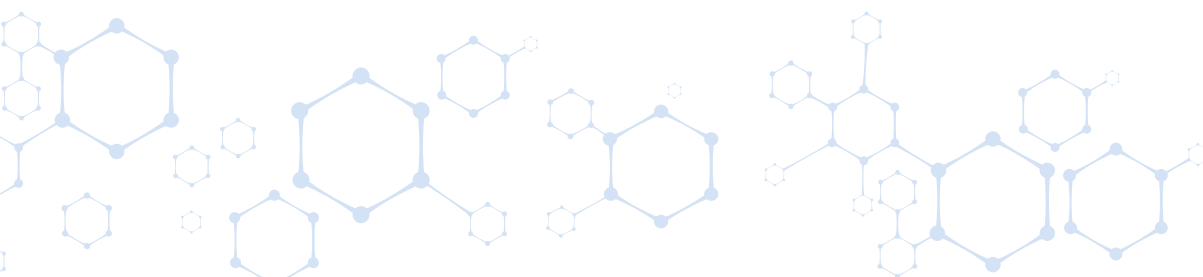
5

Total

### 4. Markets served by the entity:

#### a. Number of Locations

Locations	Number	Locations	Number
National (No. of States)	Pan-India basis	International (No. of Countries)	51 countries over the globe



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

The Company has been focussing on increasing its reach in overseas markets. Presently, the Company serves market requirements in over 51 countries around the globe. In the reporting financial year, above 77.69 % of total turnover was contributed by the exports of products.

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

Various Global Companies that are engaged in manufacturing custom, high-quality pharmaceuticals are geographically located in more than 50 countries and pan-India.

**IV. EMPLOYEES****5. 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)	344	320	93.02	24	6.98
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	344	320	93.02	24	6.98

 **Workers**

4.	Permanent (F)	52	52	100	0	0
5.	Other than Permanent (G)	277	277	100	0	0
6.	Total employees (F + G)	329	329	100	0	0

**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)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	0	0	0	0	0

 **Differently Abled Workers**

4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total employees (F + G)	0	0	0	0	0



6. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No (B)	% (B / A)
 <b>Board of Directors</b>	6	2	33.33
 <b>Key Management Personnel</b>	3	1	33.33

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

	FY 2023 (Turnover rate in current FY)			FY 2022 (Turnover rate in previous FY)			FY 2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.18	0.17	2.35	2.10	0.15	2.25	1.95	0.15	2.10
Permanent Workers	0	0	0	0	0	0	0	0	0

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

21 (a) Names of holding / subsidiary / associate companies / joint ventures as 31<sup>st</sup> March, 2023

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A; participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Macrotech Polychem Private Limited	Subsidiary	100	Yes




VI. CSR DETAILS




22 (iii)	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
22 (iii)	Turnover (in Lakhs)	₹ 31,866.74
22 (iii)	Net Worth (in Lakhs)	₹ 20,506.48



## VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
 Communities	Yes The Company reaches out to various communities in and around its operating locations to help the communities through the Gram Panchayat with several projects like Water Regeneration and increasing green coverage through plantation drives undertaken by the Company. Further, the Company has Whistle Blower Policy where workers, employees and others may lodge their grievances through the Email ID provided in the said Policy/ mechanism. The same has been uploaded on the website of the Company and can be accessed at the link below: <a href="https://www.nglfinechem.com/images/pdf/vigil-mechanism-policy.pdf">https://www.nglfinechem.com/images/pdf/vigil-mechanism-policy.pdf</a>	Nil	Nil	-	Nil	Nil	-
 Investors (other than shareholders) <sup>1</sup>		Not Applicable					
 Shareholders	Yes The Company has a multi-pronged grievance redressal mechanism for shareholders. The Company has appointed Purva Sharegistry (India) Private Limited as the Share Registrar and transfer agents, who primarily take care of Shareholders' grievances. Further, shareholders can register their grievances through the SEBI Scores portal as well. <a href="https://www.purvashare.com/contact/">https://www.purvashare.com/contact/</a>	3	0	-	1	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
 Employees and workers	Yes, the Company's employees and Workers have access to the Company's Whistle blower mechanism through which grievances can be addressed to the Company.	Nil	Nil	There were no reportable complaints registered during the year	Nil	Nil	There were no reportable complaints registered during the year
 Customers	The Company has a dedicated email id ( <a href="mailto:info@nglfinechem.com">info@nglfinechem.com</a> ) through which customers can register their complaints. The same is monitored by the Managing Director of the Company.	3	Nil		5	Nil	
 Value Chain Partners	The Company proactively engages with its value Chain partners and has a dedicated email id ( <a href="mailto:info@nglfinechem.com">info@nglfinechem.com</a> ) through which value chain partners can register their complaints. The same is monitored by the Managing Director of the Company.	Nil	Nil		Nil	Nil	

#1. The Company has a common redressal mechanism for shareholders and investors, which has been captured in the row 'Shareholders'.

## 24. OVERVIEW OF THE ENTITY'S MATERIAL RESPONSIBLE BUSINESS CONDUCT ISSUES

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	 ESG compliance	Risk	Risk: ESG compliance risk is linked to non-adherence with standards and guidelines of all local and global regulatory agencies, focussing on pharmacovigilance, proprietary, confidentiality and other core governance standards (For instance, CGMP, CGLP, among others)	<ol style="list-style-type: none"> <li>1. Focussing on stable and larger markets.</li> <li>2. Strengthening regulatory capacity in key markets by actively engaging with regulatory agencies and hence mitigating risks from external sources</li> </ol>	<p>Positive: Compliance with relevant regulatory requirements pertaining to the ESG domain reflects the Company's commitment towards responsible business practices.</p> <p>Negative: Non-compliance with ESG and regulatory requirements may affect the Company's image and impact its business continuity in the long-term.</p>
2	 Regulatory compliance				



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	 Managing waste	Risk and Opportunity	<p>Risk: Waste, water and energy management have been identified as key material issues under the climate change and environmental risk. The Climate Change and environmental risks are addressed to emphasise on the Company's climate consciousness and its contribution towards mitigation action plans against climate change.</p> <p>Opportunity: Comprehensive resource management plans in alignment with the Company's environmental conservation strategy will highlight the Company's commitment towards improving environmental preservation and its contribution towards climate change mitigation action plans.</p>	<ol style="list-style-type: none"> <li>1. Ensuring compliance through strong governance and review mechanisms, strengthening capabilities of EHS and legal compliance teams, conducting risk assessments and periodical reviews, and implementing compliance management software for tracking and monitoring adherence to all applicable regulatory requirements.</li> <li>2. Undertaking proactive initiatives towards mitigating the physical and transitional risks linked to climate change, for instance decarbonising operations, GHG emission reduction measures, and physical climate risk assessment for climate proofing assets.</li> <li>3. The Company applies the precautionary principle (as described in Rio Declaration 1992) through the ERM framework to mitigate environmental risks.</li> </ol>	<p>Positive: The Company's focus on strengthening climate and ESG specific initiatives bolsters long-term value creation and enables the Company to effectively respond to rising stakeholder demands.</p> <p>Negative: Lack of robust initiatives and action plans to contribute to ESG awareness and climate change could adversely impact business operations and lead to work force disruption.</p>
4	 Occupational Health and safety	Risk and Opportunity	<p>Risk: Occupational health and safety is critical aspect of the Company's commitment towards workforce welfare which further highlights its performance in terms of providing a safe and secure working environment. Identification of a high number of health and safety incidents reflects the efficiency of the existing EHS management approach.</p>	<ol style="list-style-type: none"> <li>1. Implementing a robust EHS management system with periodical internal and external audits of the safety practices.</li> <li>2. Adoption of comprehensive corrective action plans post the identification and assessment of safety incidents to prevent any such future instances.</li> </ol>	<p>Positive: Robust Occupational, Health and Safety management approach enables the Company to prevent the occurrence of incidents.</p> <p>Negative: Frequent safety incidents and injuries may adversely impact the Company's performance from the aspect of safety as well as workforce well-being.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
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Opportunity: Strong EHS management system integrated with a comprehensive hazard identification, mitigation plans, root cause analysis of the reported incidents and corresponding corrective action plan will highlight the Company's approach and resoluteness towards workforce health and safety.



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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	b. Has the policy been approved by the Board? (Yes/No)	Yes, some of the Policies have been approved by the Board as per relevant statutory requirements.									
	c. Web Link of the Policies, if available	<a href="https://www.ngfinechem.com/disclosures-under-regulation.html#1">https://www.ngfinechem.com/disclosures-under-regulation.html#1</a>									
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	OECD Principles of Corporate Governance	<ul style="list-style-type: none"> <li>cGMP standards.</li> <li>WHO CMP Standards</li> <li>Compliance of (ISO 9001:2008) Quality Control Systems</li> </ul>	Occupational Health and Safety management system (ISO 45001:2018) at all manufacturing sites in India	-	-	-	One manufacturing site is certified for the Environment Management System ISO 14001:2015	-	-	<ul style="list-style-type: none"> <li>cGMP standards</li> <li>WHO CMP Standards</li> </ul>
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	<ul style="list-style-type: none"> <li>Switch to greener fuels for cleaner energy</li> <li>Conserve water</li> <li>Recycle solvents mandatorily</li> <li>Produce by-products that can be utilised</li> </ul>	-	-	-	
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has set the targets for the first time; hence performance against set targets will not be applicable for this reporting period.									
<b>Governance, leadership and oversight</b>											
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Refer to the Director's Message at the beginning of this Business Responsibility and Sustainability Report.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Rahul Nachane Designation: Managing Director DIN: 00223346									
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the business responsibility and sustainability initiatives are overseen by Mr.Rahul Nachane, the Managing Director of the Company. Further some parts of the responsibility are also overseen by the Stakeholders' Relationship Committee.									

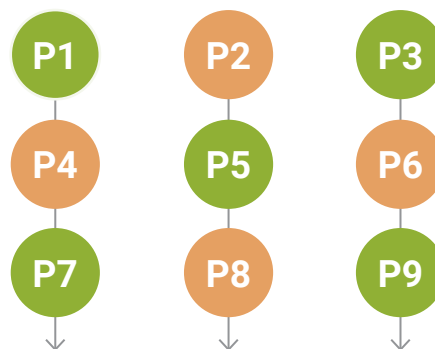
**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee / Frequency								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, by the Board Periodically/ Need Based	Yes, by the Board Periodically/ Need Based	Yes, by the Board Periodically/ Need Based	NA	NA	Yes, by the Board Periodically/ Need Based	NA	NA	Yes, by the Board Periodically/ Need Based
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes Ongoing by the Board of the Company.	Yes Ongoing by the Board of the Company.	Yes Ongoing by the Board of the Company.			Yes Ongoing by the Board of the Company.			Yes Ongoing by the Board of the Company.



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, the Company reviews the workings of the policies internally

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

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)	-	-	-	-	-	-	-	-	-

## SECTION C PRINCIPLE WISE PERFORMANCE DISCLOSURE

### ETHICS AND INTEGRITY





#### PRINCIPLE 1

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

#### Essential Indicators




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



Segment	Total number of training and awareness programmes held	Topics / Principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
 Board of Directors	5	P 1,2,3,4,6,9	100%
 Key Managerial Personnel	5	P 1,2,3,4,6,9	100%

Segment	Total number of training and awareness programmes held	Topics / Principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
 Employees other than BoD and KMPs	316	P 1,2,3,6,9	100%
 Workers	52	P 2,3	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 2022-2023:**

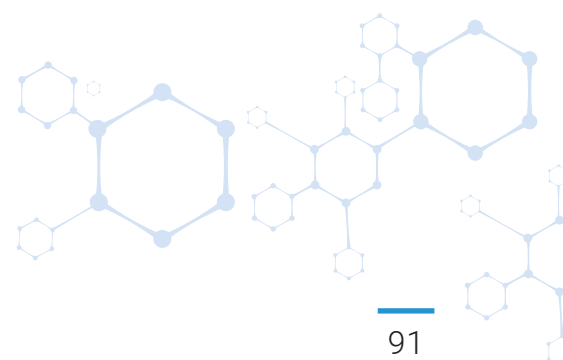
In the current reporting period, there were no cases reported.

Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal preferred? (Yes/No)
 Penalty / Fine			N. A.		
 Settlement			N. A.		
 Compounding Fee			N. A.		

Non-Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal preferred? (Yes/No)
 Imprisonment			N. A.		
 Punishment			N. A.		

**3. Details 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.**

Name of the regulatory / enforcement agencies / judicial institutions	Not Applicable
Case Details	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 not adopted a separate anti-corruption or anti-bribery policy. However, the same is covered under the Code of Conduct for Board Members & Senior Management adopted by the Company as per the provisions of SEBI (Listing Obligations & Disclosure Requirements) Regulation, 2015 which is also hosted on the website of the Company: <https://www.ngfinechem.com/images/pdf/code-of-conduct.pdf>. The Company is committed to conducting its business with integrity.

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

**FY 2023 (Current Financial Year)**

**FY 2022 (Previous Financial Year)**



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

	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the directors	0	0	0	0
Number of complaints received in relation to issues of conflict of interest of the KMPs	0	0	0	0

**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: N.A.**

SUSTAINABLE BUSINESS



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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
<b>R &amp; D</b>	0	0	N.A.
<b>CAPEX</b>	20.94 %	0	Investment in Effluent Treatment Plant

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)**  
Yes, the Company endeavours to implement responsible procurement practices across its supply chain. The Company encourages local sourcing, enabling the reduction of costs, currency risk and environmental footprint of transportation costs.
  - If yes, what percentage of inputs was sourced sustainably?**  
73.22% of total input was sourced sustainably.
- 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.**  
Yes, we have Waste Management Standard Operating Procedure, for disposing of hazardous & non-hazardous waste. We have taken permission from regulatory authority before sending the waste to authorised dealer for disposal of the same.
- 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.**  
Not applicable, since the Company is engaged in the manufacturing of APIs which are used as inputs in making pharmaceutical products.



## EMPLOYEE WELL-BEING



### PRINCIPLE

3

Businesses should respect and promote the well-being of all employees, including those in their value chains

### Essential Indicators

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

Category	Total (A)	% of Employees Covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)



#### Permanent Employees

Male	320	320	100%	320	100%	0	0%	0	0%	320	100%
Female	24	24	100%	24	100%	24	100%	0	0%	24	100%
Total	344	344	100%	344	100%	24	100%	0	0%	344	100%



#### Other than Permanent employees

Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	Total (A)	% of workers Covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)



#### Permanent Workers





Male	52	52	100%	52	100%	0	0%	0	0%	52	100%
Female	0	0	0%	0	0	0	0%	0	0%	0	0%
Total	52	52	100%	52	100%	0	0%	0	0%	52	100%



#### Other than Permanent workers

Male	277	277	100%	277	100%	0	0%	0	0%	277	100%
Female	0	0	0%	0	0	0	0%	0	0%	0	0%
Total	277	277	100%	277	100%	0	0%	0	0%	277	100%

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

Benefits	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total employees	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 employees	Deducted and deposited with the authority (Y/N/N.A.)
 PF	100%	100%	Yes	100%	100%	Yes
 Gratuity	100% subject to applicability of threshold	100% subject to applicability of threshold	Yes	100% subject to applicability of threshold	100% subject to applicability of threshold	Yes
 ESI	100% subject to applicability of threshold	100% subject to applicability of threshold	Yes	100% subject to applicability of threshold	100% subject to applicability of threshold	Yes
 Bonus	100% subject to applicability of threshold	100% subject to applicability of threshold	Yes	100% subject to applicability of threshold	100% subject to applicability of threshold	Yes

**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.**

Being a pharmaceutical and chemical company, the Company does not have any disabled person employed. However, the Company is in the process of setting up infrastructure for differently abled individuals.

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

Yes, the Company's Code of Conduct outlines its commitment to non-discrimination by providing equal opportunity to all its employees irrespective of race, colour, religion, sex, national origin, ancestry, age, marital status, sexual orientation or disability.

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

Gender	Permanent employees		Permanent Workers	
	Return of work	Retention rate	Return of work	Retention rate
Male	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0



**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.**

The Company's employees and workers have access to the Company's Whistle blower mechanism through which grievances can be addressed to the Company.

**Yes / No  
(if yes, then give details of mechanism in brief)**



<b>Permanent Workers</b>		Yes, the permanent workers communicate their grievances through their respective supervisor and the same are communicated to the Company through the Company's Human Resource representative based at the factory.
<b>Other than Permanent Workers</b>		Yes, the non-permanent workers communicate their grievances through their respective supervisor and the same are communicated to the Company through the Company's Human Resource representative based at the factory.
<b>Permanent Employees</b>		Yes, the employees communicate their grievances through their respective supervisor and the same are communicated to the Company through the Company's Human Resource representative. Additionally, the employees can report their concerns through the Whistleblower mechanism of the Company.
<b>Other than permanent Employees</b>		N.A.

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



Category	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of associations or union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of associations or union (D)	% (D/C)
<b>Total Permanent Employees</b>	0	0	0%	0	0	0%
- Male	0	0	0%	0	0	0%
- Female	0	0	0%	0	0	0%
<b>Total Permanent Workers</b>	0	0	0%	329	12*	3.65%
- Male	0	0	0%	329	12	3.65%
- Female	0	0	0%	0	0	0%

\* These employees were members of external Unions and have subsequently resigned from the after Company. Further, the Company is not a member of any worker's association(s) or Unions.

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

Category	FY 2023 Current Financial Year					FY 2022 Previous Financial Year				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
 <b>Employees</b>										
Male	320	304	95%	192	60%	328	312	95%	196	60%
Female	24	23	98%	23	96%	22	21	98%	21	98%
<b>Total</b>	<b>344</b>	<b>327</b>	<b>95%</b>	<b>215</b>	<b>79%</b>	<b>350</b>	<b>333</b>	<b>97%</b>	<b>217</b>	<b>62%</b>
 <b>Workers</b>										
Male	52	49	98%	33	65%	52	47	92%	31	58%
Female	--	--	--	--	--	--	--	--	--	--
<b>Total</b>	<b>52</b>	<b>49</b>	<b>98%</b>	<b>33</b>	<b>65%</b>	<b>52</b>	<b>47</b>	<b>92%</b>	<b>31</b>	<b>58%</b>

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

Category	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
 <b>Employees</b>						
Male	320	293	91.56%	328	277	84.45%
Female	24	24	100%	22	22	100%
<b>Total</b>	<b>344</b>	<b>317</b>	<b>92.15%</b>	<b>350</b>	<b>299</b>	<b>85.42%</b>
 <b>Workers</b>						
Male	52	52	100%	40	40	100%
Female	0	0	0%	0	0	0%
<b>Total</b>	<b>52</b>	<b>52</b>	<b>100%</b>	<b>40</b>	<b>40</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 such system**

Yes, all the plants of the Company have Occupational Health & Safety System in place in accordance with the guidelines provided by Occupational Health and Safety management system (ISO 45001:2018) and various legal requirements such as Factories Act, Environmental Protection Act, etc.

**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 undertakes periodic internal audits to ensure the compliance of Occupational Health and Safety management systems put in place by the Company.

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

Yes, the Company has Standard Operating Procedures (SoP) for employees and workers to identify and report on work-related hazards and subsequent steps to mitigate them.



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

Yes, the Company provides non-occupational medical and health care services to its employees.


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


Safety Incident / Number	Category	FY 2023 Current Financial Year		FY 2022 Previous Financial Year	
Lost Time Injury Frequency Rate (LTIFR) (Per One Million-person hours worked)	Employees	-	-	-	-
	Workers	-	-	-	-
Total recordable work-related injuries	Employees	-	-	-	-
	Workers	-	-	-	-
No. of fatalities	Employees	-	-	-	-
	Workers	-	-	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-	-	-
	Workers	-	-	-	-

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

The Company has an Environmental Health and Safety system in the organisation. The Company has prepared Standard Operating Procedure to follow the system. The Company has implemented various systems like work permit system, an accident, and near miss reporting system, Mock drill, Hazard Identification and risk assessment, and Operability study. We follow this type of system to ensure a safe & healthy work place.

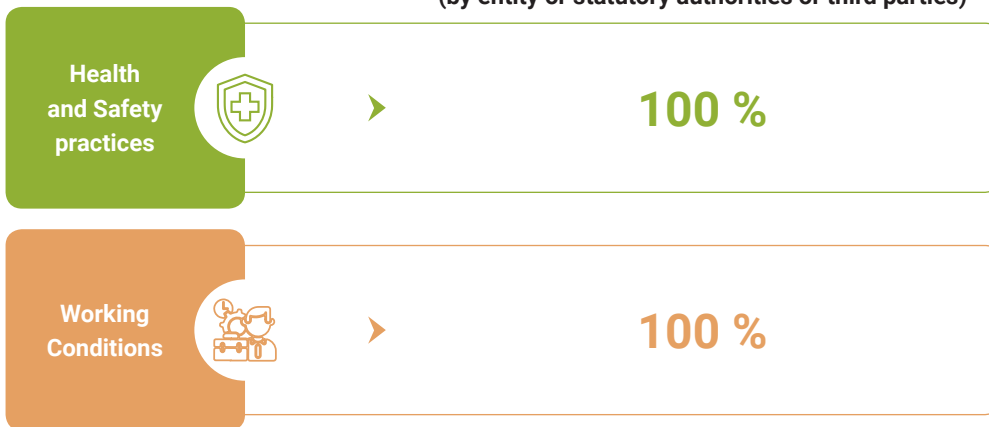
**13. Number of Complaints on the following made by employees and workers:**

	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
 Working Conditions		Nil			Nil	

	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
 Health & Safety		Nil			Nil	

**14. Assessments for the year:**

**% of your plants and offices that were assessed  
(by entity or statutory authorities or third parties)**



**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:**

Not any reportable incident occurred during the reporting year.

**STAKEHOLDER INCLUSIVENESS**



**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.**

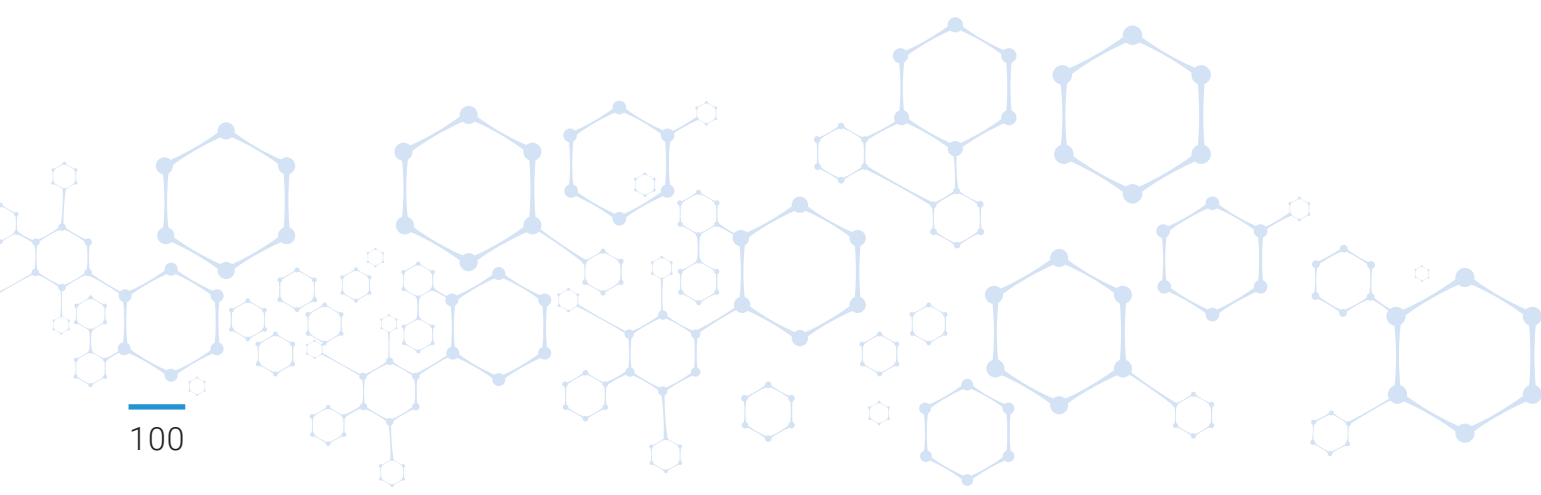
Suggestion: The Company identified a groups of stakeholders based on those who are impacted by the Company's business, as well as those groups who have a major impact on the Company's business. The key groups identified are as given in Table 2.



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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, 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
 Investors/ Shareholders	No	Website of the Company/ and Stock Exchanges/ Grievance mechanism/ Newspaper Publications or announcements/Meetings or conferences	Annually/Half Yearly/ Quarterly and event based	Communicating the business and financial performance and overall strategy of the Company. Seeking the feedback and expectations of shareholders from the management of the Company.
 Communities	Yes <sup>1</sup>	Interaction through CSR initiatives	Periodic or need based	To develop a sustainable ecosystem for our communities. For understanding areas for Sustainable development.
 Employees	No	One-to-one Meeting / Grievance mechanism/ Training Programmes	Ongoing/Event Based/Ongoing	To communicate the performance and strategy of the Company. For building a safe, diverse and inclusive working environment. To seek their feedback & suggestions on the work culture.
 Value Chain Partners or B2B Partners	No	Vendors Meets Virtual or in person meetings	Continuous and as and when required.	Engagement with the value chain partners enables the Company to identify issues impacting the value chain.
 Regulator	No	E-mail/Website of the Regulators	Need-based/ Ongoing	Promote Transparent Communication with regulators to meet compliance obligations.

1. The Company undertakes various CSR activities viz. Education, and Health Care, for the local communities. Majority of beneficiaries of these CSR activities can be termed vulnerable or belong to marginalised groups.



HUMANRIGHTS



**PRINCIPLE 5** Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)

Employees

Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
<b>Total Employees</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Workers

Male	52	40	76%	52	38	73%
Female	0	0	0	0	0	0
<b>Total Workers</b>	<b>52</b>	<b>40</b>	<b>76%</b>	<b>52</b>	<b>38</b>	<b>73%</b>

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

Category	FY 2023 Current Financial Year					FY 2022 Previous Financial Year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)

Employees

<b>Permanent</b>										
Male	320	0	0%	320	100%	228	0	0%	228	100%
Female	24	0	0%	24	100%	22	0	0%	22	100%
<b>Other than Permanent</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0



Category	FY 2023 Current Financial Year					FY 2022 Previous Financial Year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)



### Workers

<b>Permanent</b>										
Male	52	0	0%	52	100%	52	0	52	0	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Other than Permanent</b>										
Male	277	194	70%	83	30%	260	184	71%	76	29%
Female	0	0	0%	0	0%	0	0	0%	0	0%

### 3. Details of remuneration/salary/wages, in the following format (Sum in Lakhs):

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remunerations / salary / wages of respective category
<b>Board of Directors (BoD)</b>	2	155.15	0	0
<b>Key Managerial Personnel</b>	0	0	1	7.58
<b>Employees other than BoD and KMP</b>	316	6.96	18	7.32
<b>Workers</b>	52	5.28	0	0






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

Yes, we maintain zero tolerance towards discrimination and harassment of any kind based on race, religion, colour, age, sex, pregnancy, sexual orientation, nationality, disability or any other classification as mandated by local laws. Further, the Human Resources Department of the Company is primarily responsible for addressing human rights impacts, if any.

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

The Company has no formal mechanism in place; however, the Human Resource Department is well equipped to address such issues as and when they arise.

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

	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Filed During the year	Pending resolution at the end of the year	Remarks	Filed During the year	Pending resolution at the end of the year	Remarks
 Sexual Harassment	Nil	Nil	No complaint registered	0	0	
 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

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

**7.** The Company has zero tolerance for retaliation against whistle blowers or any employee who reports any complaint in good faith. The Company ensures complete confidentiality of the complainant or the whistle blower and protection from retaliation during investigation and thereafter.



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

No, the Company endeavours to incorporate such requirements in business agreements and contracts.

**9. Assessments for the year:**

**% of your plants and offices that were assessed  
(by entity or statutory authorities or third parties)**



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

ENVIRONMENT









PRINCIPLE

6

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

Essential Indicators

1. Details of total energy consumption (in Giga-Joule (GJ) or multiples) and energy intensity, in the following format:

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
 Total electricity consumption (A)	27171.2052 GJ	29286.3348 GJ
 Total fuel consumption (B)	Diesel - 1520.27429 GJ Briquette - 0.000345 GJ Steam - 2871.77 GJ	Diesel - 1192.343041 GJ Briquette - 0.00035 GJ Steam - 3220.47 GJ
 Energy consumption through other sources (C)		
 <b>Total energy consumption (A+B+C)</b>	31,563.2452	33,699.1488
 Energy intensity per rupee of turnover (Total energy consumption/ turnover in Lakhs rupees)	1.1475	1.0575
 Energy intensity (optional) - the relevant metric may be selected by the entity		

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

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, the Company is not identified as a designated consumer.



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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface Water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third Party Water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others (MIDC)	5672361	5502932
<b>Total Volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	5672361	5502932
<b>Total Volume of water consumption (in kilolitres)</b>	5672361	5502932
<b>Water intensity per rupee of turnover</b> (water consumed / turnover in Lakhs rupees)	206	173
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	NA	NA

**Note:** Indicate if any independent assessment/ evaluation/assurance have 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, the Company has Zero Liquid Discharge Plant and a fully functional Effluent Treatment Plant as under:

- 1) Stripper System for removing solvent from water
- 2) Multiple Effect Evaporator System
- 3) Mechanical Vapour Recompression system
- 4) Agitated thin Film Dryer
- 5) We have fully functional RO System

There is no zero liquid discharge plant at Expect for W-41 & W-42 all the plants are with Zero Liquid Discharge mechanism

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

Parameter	Please specify unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
NOx	Ug/m3	14.22	17.98
SOx	Ug/m3	13.69	15.86
Particular matter (PM)	Ug/m3	30.5	30.38
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air Pollutants (HAP)	NA	NA	NA
Others – Please specify	NA	NA	NA

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

Yes, Independent assessment/ evaluation/assurance has been carried out by M/s Sadekar Enviro Engineers Private Limited and M/s. Green Envirosafe Engineers & Consultants Private Limited.

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

Parameter	Unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<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 Mg/M <sup>3</sup>	0.73 mg/M <sup>3</sup>	0.5 mg/M <sup>3</sup>
<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	NA	NA
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.000026	0.000015
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

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

**Yes** - Environmental Monitoring for ambient air & work zone on a half yearly basis.

Name of agency: Shree Swami Samarth Consultancy

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

Not applicable

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<b>Total Waste Generated (in metric tonnes)</b>		
Plastic waste (A)	2.742	3.62
E-waste (B)	0.275	0.28
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	417.733	441.37
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	0.45
<b>Total (A+B + C + D + E + F + G + H)</b>	420.75	445.72
<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	NA	NA
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
<b>Total</b>		



Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<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	2.95	1.97
(ii) Landfilling	2.31	1.21
(iii) Other disposal operations	NA	NA
<b>Total</b>	5.26	3.18

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

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

The Company integrates a waste management plan with a comprehensive approach towards waste minimisation. The Company has dedicated Standard Operating Procedures for waste management system EHS/008 and for the disposal of hazardous waste, which is disposed of through Government approved partners.

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:**

The Company doesn't have any of its manufacturing plants in an ecologically sensitive area.

11.

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

No Environmental Impact assessments were undertaken during the year.

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, all the plants of the Company are in compliance with applicable National and State environmental laws, rules, regulations and guidelines.



RESPONSIBLE PUBLIC ADVOCACY



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. **Two**
- 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.

	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1.	Pharmaceutical Export Promotion Council of India	National (PAN-India Basis)
2.	Indian Merchants Chamber	National (PAN-India Basis)

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.**

Not applicable, for the year, there were no cases issued against the Company for issues pertaining to anti-competitive conduct.

COMMUNITY UPLIFTMENT



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.**

In the reporting year, the Company did not undertake any social impact assessment.

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

In the reporting year, the Company did not undertake any ongoing Rehabilitation and resettlement (R and R) project.

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

The Company reaches out to various communities in and around its operating locations to help the communities through the Gram Panchayat with several projects like Water Regeneration and increasing green coverage



through plantation drives undertaken by the Company. Further, the Company has Whistle Blower Policy where workers, employees and others may lodge their grievances through the email ID provided in the said Policy/ mechanism. The same has been uploaded on the website of the Company and can be accessed at the below link: <https://www.nglfinechem.com/images/pdf/vigil-mechanism-policy.pdf>

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

	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Directly sourced from MSMEs / small producers	80	34
Sourced directly from within the district and neighbouring districts	40	20

**CONSUMER WELLBEING**



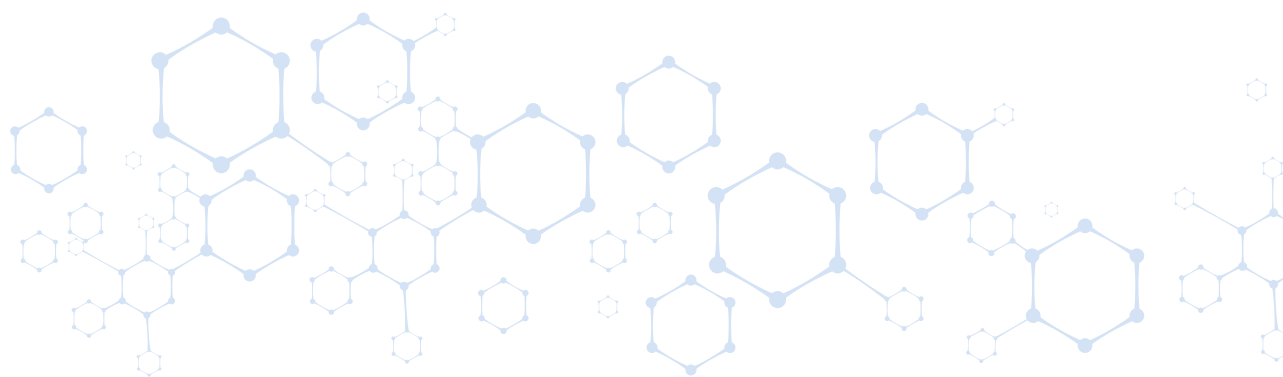
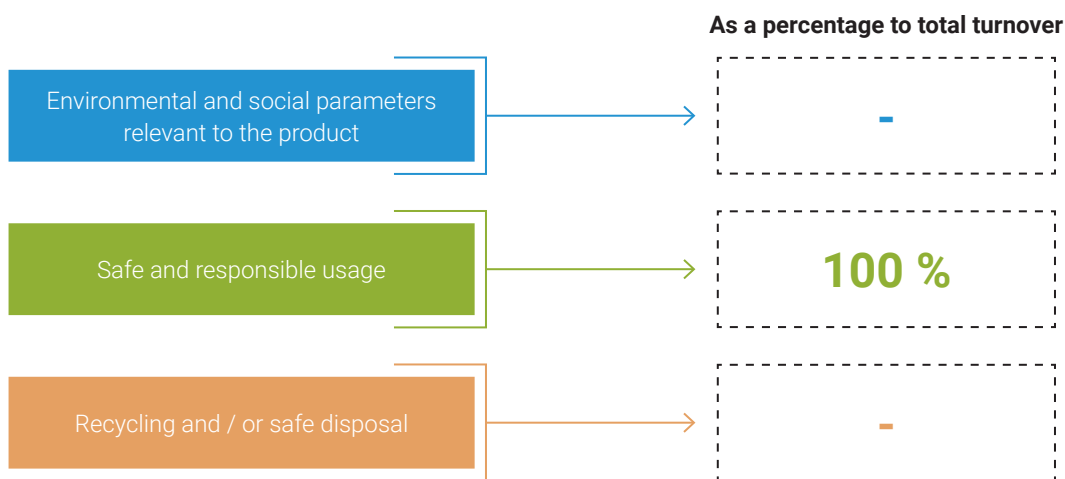
**PRINCIPLE 9** Businesses should engage with and provide value to their consumers in a responsible manner

**Essential Indicators**

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

1. The Company has a dedicated email id ([info@nglfinechem.com](mailto:info@nglfinechem.com)) through which customers can register their complaints. The same is monitored by the Whole-Time Director of the Company.

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



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

	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	Nil	Nil		Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber-Security	Nil	Nil		Nil	Nil	
Delivery of essential services	Nil	Nil		Nil	Nil	
Restrictive trade practices	Nil	Nil		Nil	Nil	
Unfair trade practices	Nil	Nil		Nil	Nil	
Other	Nil	Nil		Nil	Nil	

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

	Number	Reasons for recall
Voluntary Calls	-	-
Forced recalls	-	-

**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 adopted Risk Management Policy, which is hosted on the Company's website and can be accessed at the below link: <https://www.nglfinechem.com/images/pdf/risk-management-policy.pdf>

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on of products / services.**

Not applicable