

**Date:** 6<sup>th</sup> July, 2026

The Bombay Stock Exchange Limited  
“P.J. Towers”  
Dalal Street  
Mumbai-400 001  
Stock Code: 500730

The National Stock Exchange of India Ltd.  
Exchange Plaza  
Bandra Kurla Complex, Bandra (East)  
Mumbai-400 051  
Symbol: NOCIL

Dear Sir,

**Sub: Business Responsibility and Sustainability Report for the Financial Year 2025-26**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2025-26.

The BRSR Report is also available on the Company’s website at [www.nocil.com](http://www.nocil.com) as a part of Annual Report.

We request you to take the same on your records.

Thanking you,

Yours truly,

For **NOCIL Limited**

**Amit K. Vyas**  
**Head- Legal and Company Secretary**

Place: Mumbai

Encl: as above



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT



## SECTION A GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the listed entity	L99999MH1961PLC012003
2	Name of the listed entity	NOCIL Limited (hereinafter referred to in this Report as ' <b>NOCIL</b> '/the Company)
3	Year of Incorporation	1961
4	Registered office address	3rd Floor, Mafatlal House, H. T. Parekh Marg, Backbay Reclamation, Churchgate, Mumbai - 400 020
5	Corporate address	3rd Floor, Mafatlal House, H. T. Parekh Marg, Backbay Reclamation, Churchgate, Mumbai - 400 020
6	Email	investorcare@nocil.com
7	Telephone	022 6636 4062
8	Website	<a href="https://www.nocil.com/">https://www.nocil.com/</a>
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange (BSE) – 500730 The National Stock Exchange (NSE) – INE163A01018
11	Paid-up capital as of March 31, 2026	₹ 1,67,02,49,300
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. Amit K. Vyas Company Secretary Email: amit.vyas@nocil.com Telephone: 022 6636 4054
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 for 'NOCIL'.
14	Name of assurance provider	As per SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/ CIR/2025/42 dated March 28, 2025, Reasonable Assurance for the BRSR Core is mandated for the Company only with effect from F.Y. 2026-27. While the requirement does not apply to the current reporting period, <b>the Company has voluntarily undertaken Limited Assurance for its BRSR Core through TUV SUD, reflecting its commitment to enhanced sustainability practices.</b> The corresponding Assurance Statement is annexed to this Report.
15	Type of assurance obtained	As per SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/ CIR/2025/42 dated March 28, 2025, Reasonable Assurance for the BRSR Core is mandated for the Company only with effect from F.Y. 2026-27. While the requirement does not apply to the current reporting period, <b>the Company has voluntarily undertaken Limited Assurance for its BRSR Core through TUV SUD, reflecting its commitment to enhanced sustainability practices.</b> The corresponding Assurance Statement is annexed to this Report.

**II. Products/services****16. Details of business activities (accounting for 90% of the turnover):**

Description of main activity	Description of business activity	Percentage of turnover of the entity
Manufacture and sale of rubber chemicals	Manufacture and sale of rubber chemicals	100%

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

Product/Service	NIC Code	% of total Turnover contributed
Rubber Chemicals & Accelerators	20119	100%

**III. Operations:****18. Number of locations where Plants and/or Operations/Offices of the Entity are situated:**

Location	Number of plants	Number of offices	Total
National	2	4	6
International	Nil	Nil	Nil

\*Note: The Company serves Markets in 40 countries Worldwide but does not have any Plants or offices in these locations.

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

Locations	Number
National (No. of States)	28 States & 8 Union territories
International (No. of Countries)	40

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

Total contribution of exports as a percentage of total turnover of the entity for the reporting period was 34%.

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

NOCIL is India's leading manufacturer of Rubber Chemicals, serving primarily the Tyre industry along with other Rubber Product Manufacturers. Known for its extensive product portfolio and ability to customise solutions to meet specific customer needs, NOCIL has built a strong reputation as a reliable supplier in the Chemical Industry. With a firm focus on the B2B segment, the Company continues to maintain its competitive edge and reinforces its leadership through consistent quality and customer-centric innovation.

NOCIL primarily serves Tyre Manufacturers, and Industrial Rubber Product Manufacturers, and Companies producing Rubber goods such as Hoses, Belts, Footwear, and Gloves, both in Domestic and International markets. These industries use Rubber Chemicals to enhance the strength, durability, and performance of Rubber-based products.

**IV. Employees**

**20. Details as at the end of Financial Year:**

**a. Employees and Workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	717	668	93.17%	49	6.83%
2.	Other than Permanent (E)	68	59	86.76%	9	13.24%
3.	Total employees (D + E)	785	727	92.61%	58	7.38%
<b>WORKERS</b>						
4.	Permanent (F)	52	52	100%	0	0%
5.	Other than Permanent (G)	790	762	96.45%	28	3.54%
6.	Total workers (F + G)	842	814	96.67%	28	3.32%

**Note-**

**A. The term Employee includes:**

- (i) Permanent-Management Staff
- (ii) Other than Permanent-Retainers, Fixed Term Employees (FTE)

**B. The term Workers Includes:**

- (iii) Permanent-Bargainable (Unionized)
- (iv) Other than Permanent-Contract Labour employed through Contractors

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

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently abled employees</b>						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	0	0	0%	0	0%
<b>Differently abled workers</b>						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	0	0	0%	0	0%

**21. Participation/Inclusion/Representation of Women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel(KMPs)	5	0	0.00%

**Note:**

- (i) **The Board of Directors** comprises of the Executive Chairman, Managing Director, Non-Executive Non-Independent Director & Independent Directors.
- (ii) **"KMPs"** comprise of the Executive Chairman, Managing Director, Chief Financial Officer (CFO), the President-Operations and Technical and the Company Secretary (CS).

**22. Turnover rate for Permanent Employees and Workers**

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees*	26.00%	22.00%	25.00%	20.59%	7.06%	19.70%	28.45%	21.82%	28.15%
Permanent Workers**	13.46%	0.00%	13.46%	23.73%	0.00%	23.73%	13.70%	0.0%	13.70%

\*This data also includes Employees who superannuated/retired from the services and those who voluntarily separated from Company.

\*\* This data also includes Workers who superannuated/retired from the services and those who voluntarily separated from Company.

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

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

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)
PIL Chemicals Limited	Subsidiary Company	100%	No

**VI CSR Details**

**24. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)**

(i)	Whether CSR is applicable to NOCIL Ltd.	Yes
(ii)	Turnover (in ₹)	1,279.53
(iii)	Net Worth(in ₹)	1,773.20



**VII. Transparency and Disclosures Compliances****25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	F.Y. 2025-26			F.Y. 2024-25		
	(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	<p>YES, currently NOCIL relies on a comprehensive CSR policy and works for community development through various CSR activities and addresses community concerns and creates a positive social impact. However, the Company is evaluating options for adoption of a much stringent and robust mechanism for Community grievances.</p> <p><a href="https://www.nocil.com/wp-content/uploads/2023/11/CSR-Policy-NOCIL.pdf">https://www.nocil.com/wp-content/uploads/2023/11/CSR-Policy-NOCIL.pdf</a></p>	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	NA	Nil	Nil	NA	Nil	Nil	NA
Shareholders	<p>YES, to address shareholder grievances, the Company has implemented an Investor Grievance Redressal Policy. This policy ensures that all investor concerns are promptly and efficiently managed, fostering transparency and trust between the Company and its shareholders.</p>	31	0	All the Complaints were resolved satisfactorily	18	0	All the Complaints were resolved satisfactorily

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	F.Y. 2025-26			F.Y. 2024-25		
	(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
Employees and Workers	<p><b>YES-</b> The following Policies have provided a Grievance Redressal Mechanism for Employees &amp; Workers</p> <p>(i) Human Rights Policy</p> <p>(ii) Policy on prevention of sexual Harassment</p> <p>(iii) Vigil Mechanism Policy</p> <p>(iv) Employee Grievance Redressal Policy</p>	Nil	Nil	NA	Nil	Nil	NA
	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Humans-Rights-Policy.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Humans-Rights-Policy.pdf</a>						
	<a href="https://www.nocil.com/wp-content/uploads/2026/03/PoshPolicy_Final_16032026_Signed.pdf">https://www.nocil.com/wp-content/uploads/2026/03/PoshPolicy_Final_16032026_Signed.pdf</a>						
	<a href="https://www.nocil.com/wp-content/uploads/2026/06/WhistleBlowerPolicy_01062026.pdf">https://www.nocil.com/wp-content/uploads/2026/06/WhistleBlowerPolicy_01062026.pdf</a>						
Customers	<b>YES,</b> a robust procedure for handling customer complaints is already in place and undergoes systematic checks and balances.	13	Nil	All complaints were satisfactorily resolved	17	Nil	All complaints were satisfactorily resolved
Value Chain Partners	<p><b>YES,</b> the Grievance Redressal Mechanism is contained in the "Sustainable Procurement Policy."</p> <p><a href="https://www.nocil.com/wp-content/uploads/2025/04/Sustainable-Procurement-policy.pdf">https://www.nocil.com/wp-content/uploads/2025/04/Sustainable-Procurement-policy.pdf</a></p>	Nil	Nil	NA	Nil	Nil	NA
Other (please specify)	Nil	Nil	Nil	NA	Nil	Nil	NA



**26. Overview of the Entity's material Responsible Business Conduct 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**

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implication)
1	<b>GHG Emissions</b>	<b>Risk</b>	<p>Chemical production emits direct (Scope 1) Greenhouse Gas (GHG) emissions from the burning of fossil fuels during Manufacturing and Cogeneration Processes, as well as process emissions from feedstock chemical transformation. GHG emissions can result in Regulatory Compliance Costs, Fines, and Operational Concerns for Chemical Firms. The financial effect of emissions varies based on their amount and current laws. As Countries work to restrict or decrease emissions, the Industry may face increasingly harsh Laws.</p>	<p>Cost-effective Greenhouse Gas (GHG) emission control is being pursued through improvements in energy efficiency, the adoption of alternative fuels, and innovations in manufacturing processes. These initiatives contribute to enhanced operational efficiency, reduced regulatory risks, and the generation of additional financial and environmental benefits.</p> <p>The Company is in the process of developing a Robust Decarbonization pathway to support its long-term climate objectives. As part of its energy transition strategy, efforts are being made to increase the share of green power in the overall energy mix, including the installation of rooftop solar systems to reduce dependence on conventional energy sources.</p> <p>Further improvements in energy efficiency are being achieved through the replacement of older equipment with modern, energy-efficient technologies. In parallel, the Company is focusing on reducing the Carbon Footprint of its products by optimizing manufacturing processes and transitioning toward the use of greener fuels.</p> <p>The Company has also made a commitment to the Science Based Targets initiative, reinforcing its alignment with globally recognized science-based climate targets. Additionally, Sustainable procurement practices are being strengthened in accordance with ISO 20400 to ensure responsible sourcing and promote sustainability across the Supply Chain.</p>	<p>Negative</p> <p>There were no negative financial implications for the FY 2025-26.</p>

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implication)
2	Air Quality	Risk	<p>In addition to Greenhouse Gases (GHGs), Chemical Manufacturing may produce air emissions including Sulfur Dioxides (SO<sub>x</sub>), Nitrogen Oxides (NO<sub>x</sub>), and Hazardous Air Pollutants (HAPs). As with GHGs, these emissions typically stem from the combustion of fuels and the processing of feedstocks. Relative to other industries, the Chemicals industry is a more significant source of some of these emissions.</p>	<p>The Company actively manages air emission impacts through technological process improvements and other strategic interventions. These initiatives have helped mitigate environmental impacts while simultaneously improving financial performance and strengthening the Company's brand value.</p> <p>To further reduce air pollution, the Company has established strong Research and Development (R&amp;D) initiatives focused on identifying cleaner technologies and improving existing processes. Complementing these efforts, mechanical interventions and advanced control systems have been implemented to minimise emissions and enhance pollution control performance across operations.</p> <p>Regular monitoring mechanisms are also in place to ensure compliance and continuous improvement. Monthly monitoring and testing reports are conducted to track emission levels, evaluate the effectiveness of control measures, and ensure adherence to applicable Environmental Standards.</p>	<p>Negative</p> <p>There were no negative financial implications for the F.Y. 2025-26.</p>





Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implication)
3	<b>Energy Management</b>	<b>Risk</b>	<p>Chemical manufacturing is typically energy intensive, with energy required to power processing units, cogeneration plants, machinery, and other manufacturing facilities. The type of energy used, the magnitude of consumption, and energy management strategies vary depending on the products manufactured. Fossil fuels, including natural gas and natural gas liquids, are generally the predominant sources of non-feedstock energy, while purchased electricity may also represent a significant share. As a result, energy purchases can constitute a substantial portion of production costs.</p>	<p>A Company's energy mix may comprise onsite energy generation, purchased electricity, fossil fuels, and renewable or alternative energy sources. The selection among these sources involves trade-offs related to cost, reliability of supply, associated water use, air emissions, and regulatory compliance. Consequently, energy sourcing and energy intensity can significantly influence a Company's Operational efficiency and long-term Risk Profile.</p> <p>In line with this, the Company continuously works to improve its energy efficiency and optimize its energy mix. Older and less efficient equipment is progressively being replaced with modern, energy-efficient technologies to reduce energy consumption and improve operational performance. The Company also conducts periodic energy audits to identify opportunities for energy savings, process optimization, and improved energy management.</p> <p>Furthermore, the Company has implemented the <b>ISO 50001</b>, which strengthens its commitment to systematic energy management and continuous improvement in energy efficiency across operations. This framework supports the Company in monitoring energy performance, identifying efficiency opportunities, and promoting responsible energy use.</p>	<p>Negative</p> <p>There were no negative financial implications for the F.Y. 2025-26.</p>

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implication)
4	<b>Water &amp; Waste-Water Management</b>	<b>Risk</b>	<p>Water is a critical input in Chemical production and is used primarily for cooling, steam generation, and feedstock processing. Longterm historic increases in water scarcity and cost, and expectations of continued increases—due to overconsumption and constrained supplies, resulting from population growth and shifts, pollution, and climate change—indicate the heightened importance of water management. Water scarcity can result in a higher risk of operational disruption for Companies with water-intensive operations and can also increase water procurement costs and capital expenditures. Meanwhile, Chemical Manufacturing can generate wastewater that must be treated before disposal.</p>	<p>Non-compliance with water quality regulations may result in regulatory penalties, mitigation costs, or legal expenses arising from potential litigation. Effective water management strategies, including improving water-use efficiency and promoting water recycling, can help reduce operational costs over time while mitigating risks associated with regulatory requirements, water scarcity, and community-related disruptions to operations.</p> <p>In this context, the Company has implemented several initiatives to optimize water use and promote responsible water management. Steam condensate recovery systems are utilized to capture and reuse condensate, thereby reducing the demand for fresh water. Since condensate is relatively clean, it can be reused in boilers or other industrial processes, improving overall water efficiency. Additionally, cooling water recycling practices have been adopted to further reduce freshwater consumption.</p> <p>The Company has also implemented soil biotechnology-based treatment systems that utilize natural biodegradation processes to treat effluent without the need for mechanical aeration. This approach provides a low-energy and low-maintenance solution for wastewater treatment. Furthermore, aqueous pit water is recycled and reused in operational processes, replacing the need for fresh water through infrastructure upgrades and operational improvements.</p> <p>To further strengthen water conservation efforts, rainwater harvesting systems have been installed to capture rainwater from rooftops and channel it into process water tanks for reuse. These initiatives collectively support the Company's efforts to improve water efficiency, reduce freshwater dependency, and ensure sustainable water management across its operations.</p>	<p>Negative</p> <p>There were no negative financial implications for the F.Y. 2025-26</p>



Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implication)
5	Hazardous Waste Management	Risk	<p>Chemical manufacturing can create hazardous waste, such as heavy metals, wasted acids, catalysts, and wastewater treatment sludge. Companies confront legislative and operational hurdles when it comes to waste management since some wastes must be transported, treated, stored, and disposed of according to rules. Waste management tactics include reducing waste creation, treating and disposing of waste effectively, and reusing and recovering waste whenever possible.</p>	<p>Although waste management and resource efficiency initiatives may require upfront investments or operational expenditures, they can significantly reduce long-term costs and mitigate risks associated with remediation liabilities, regulatory penalties, and environmental impacts. Effective waste management strategies also support operational efficiency and sustainable resource utilization.</p> <p>In line with this approach, the Company is implementing circular economy principles to promote resource efficiency and minimize waste generation across its operations. Efforts are being made to divert waste away from landfills through improved waste segregation, recycling, and recovery practices.</p> <p>Additionally, waste streams with high calorific value are utilized for energy recovery through co-processing in suitable facilities, supporting waste-to-energy initiatives. This approach not only reduces the volume of waste requiring disposal but also enables the recovery of energy from waste, contributing to more Sustainable Waste Management Practices and improved Environmental performance.</p>	<p>Negative</p> <p>There were no negative financial implications for the F.Y. 2025-26</p>



Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implication)
6	<b>Human Rights &amp; Community Relations</b>	<b>Risk</b>	<p>Chemical Companies are important economic contributors to many communities, providing employment opportunities and community development through taxes and capital generation. Meanwhile, issues including Environmental Policy, Community Health, and Process Safety are key issues with important Regulatory, Operational, financial, and Reputational implications for Companies. Environmental externalities including air emissions and water use can affect human health of those living near chemical facilities over the long term. Meanwhile, process safety incidents can endanger community health and safety, leading to regulatory penalties, legal action, and mitigation costs. Consequently, Chemicals Companies can benefit from building strong relationships with communities in order to mitigate potential operating disruption, reduce regulatory risk, retain top employees, lower the risk of litigation expenses in the event of process safety incidents, and ensure a strong social license to operate.</p>	<p>The adoption of various community engagement strategies, including the development of community engagement plans, establishment of codes and guidelines, and conducting impact assessments, helps ensure alignment between the Company's objectives and the interests of surrounding communities. These measures enable the Company to identify potential social impacts of its operations and implement appropriate mitigation strategies, thereby supporting responsible and sustainable business practices.</p> <p>In addition, the Company remains committed to giving back to the community through various social development initiatives. Details of these initiatives and community development programs are provided in the <b>Corporate Social Responsibility (CSR)</b> section of this report, which highlights the Company's efforts to support social well-being and contribute to the sustainable development of the communities in which it operates.</p>	<p>Negative</p> <p>There were no negative financial implications for the F.Y. 2025-26</p>



Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implication)
7	Employee Health & Safety	Risk	Employees in Chemical Manufacturing facilities face significant health and safety risks due to exposure to heavy machinery, hazardous substances, extreme temperatures and pressures, and electrical hazards.	The establishment of an effective safety culture is essential to proactively mitigating safety risks that may result in adverse financial impacts, including higher healthcare costs, litigation exposure, and work disruptions. Maintaining a safe working environment and fostering a culture of safety can help companies minimize safety-related expenditures and improve operational efficiency.	Negative  There were no negative financial implications for the F.Y. 2025-26
8	Product Design & Lifecycle Management	Opportunity	As increasing resource scarcity and Regulations drive the need for greater materials efficiency and lower energy consumption and emissions, the Chemicals industry stands to benefit from developing products that enhance customer efficiency. From reducing automobile emissions through materials optimization to improving the performance of building insulation, chemical industry products can enhance efficiency across a multitude of applications.	Not Applicable	Positive
9	Management of the Legal & Regulatory Environment	Opportunity	The Chemical Industry operates within a highly regulated environment, with requirements addressing air emissions, water discharges, chemical safety, and process safety, among other matters. The ability to anticipate and respond to regulatory developments over both the short and long term is critical, as changes in regulation can materially influence product demand, manufacturing costs, and brand value.	Not Applicable	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implication)
10	<b>Critical Incident Risk Management</b>	<b>Risk</b>	Health, safety, and emergency management is a critical issue for companies in the Chemicals industry. Technical failure, human error, or external factors such as weather can lead to accidental releases of chemical substances into the environment at processing facilities or during storage and transportation. Furthermore, the combustible nature of chemical substances, combined with the high operating temperatures and pressures involved in manufacturing, elevates the risk of explosions, hazardous spills, or other emergency situations. Such events can harm workers or people in nearby communities through the release of harmful air emissions and chemical substances and may also adversely impact the environment.	The Company may face operational disruptions, damage to facilities, reputational harm, and increased regulatory compliance and remediation costs in the event of a process incident. As such, strong management of process safety has helped reduce operational downtime, mitigated costs and regulatory risk, and ensured workforce productivity.	Negative  There were no negative financial implications for the F.Y. 2025-26

\*Material issues identified are referred to from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB); this follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS ® Foundation in 2022.





## 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
<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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<b>Please refer to the list below for the policies available on the website: www.nocil.com</b>								

Sr. No	Name of policy	Link to Policy	Which Principles each Policy goes into
1	Anti-Bribery and Anti-Corruption (ABAC Policy)	<a href="https://www.nocil.com/wp-content/uploads/2025/12/ABAC-Policy-Website.pdf">https://www.nocil.com/wp-content/uploads/2025/12/ABAC-Policy-Website.pdf</a>	P4, P5, P8
2	Business Ethics	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Business-Ethics-Policy.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Business-Ethics-Policy.pdf</a>	P1
3	Code of Conduct for Directors and Senior Management Personnel	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Code-of-Conduct.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Code-of-Conduct.pdf</a>	P1
4	Conflict of Interest	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Conflict-of-Interest-Policy.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Conflict-of-Interest-Policy.pdf</a>	P1
5	Corporate Gifting	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Corporate-Gifting-Policy.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Corporate-Gifting-Policy.pdf</a>	P1, P7
6	Corporate Sustainability	<a href="https://www.nocil.com/wp-content/uploads/2024/07/Corporate-Sustainability-Policy.pdf">https://www.nocil.com/wp-content/uploads/2024/07/Corporate-Sustainability-Policy.pdf</a>	P2, P6
7	Corporate Social Responsibility (CSR)	<a href="https://www.nocil.com/wp-content/uploads/2023/11/CSR-Policy-NOCIL.pdf">https://www.nocil.com/wp-content/uploads/2023/11/CSR-Policy-NOCIL.pdf</a>	P4, P8
8	Dividend Distribution	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Dividend-Distribution-Policy-2018.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Dividend-Distribution-Policy-2018.pdf</a>	P1
9	Fair Competition	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Fair-Competition-Policy.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Fair-Competition-Policy.pdf</a>	P1
10	Familiarization Programme for Independent Directors	<a href="https://www.nocil.com/wp-content/uploads/2026/06/Familiarization-Programme_25-26-FINAL-1.pdf">https://www.nocil.com/wp-content/uploads/2026/06/Familiarization-Programme_25-26-FINAL-1.pdf</a>	P1

Sr. No	Name of policy	Link to Policy	Which Principles each Policy goes into
11	Grievance Policy for external stakeholders	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Grievance-Policy-for-external-stakeholders.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Grievance-Policy-for-external-stakeholders.pdf</a>	P3
12	Human Rights	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Humans-Rights-Policy.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Humans-Rights-Policy.pdf</a>	P5
13	Investor Grievances Redressal	<a href="https://www.nocil.com/wp-content/uploads/2024/04/Investor-grievance-redressal-policy.pdf">https://www.nocil.com/wp-content/uploads/2024/04/Investor-grievance-redressal-policy.pdf</a>	P3
14	Determining Material Subsidiaries	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-Material-Subsidiaries.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-Material-Subsidiaries.pdf</a>	P1
15	Appointment of Directors & Board Diversity	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-appointment-of-directors-Board-diversity.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-appointment-of-directors-Board-diversity.pdf</a>	P1
16	Diversity, Equality & Inclusion	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-diversity-equity-and-inclusion.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-diversity-equity-and-inclusion.pdf</a>	P4, P5, P8
17	Materiality of Events	<a href="https://www.nocil.com/wp-content/uploads/2024/04/Materiality-Policy.pdf">https://www.nocil.com/wp-content/uploads/2024/04/Materiality-Policy.pdf</a>	P1, P7
18	Preservation and Archival of Documents/Records	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-Preservation-and-Archival-of-Documents-records.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-Preservation-and-Archival-of-Documents-records.pdf</a>	P1
19	Prevention of Sexual Harassment (POSH)	<a href="https://www.nocil.com/wp-content/uploads/2026/03/PoshPolicy_Final_16032026_Signed.pdf">https://www.nocil.com/wp-content/uploads/2026/03/PoshPolicy_Final_16032026_Signed.pdf</a>	P5
20	Related Party Transactions	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-Related-Party-Transaction.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-Related-Party-Transaction.pdf</a>	P1
21	Remuneration	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Remuneration-Policy.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Remuneration-Policy.pdf</a>	P5
22	Privacy	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Privacy-Policy.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Privacy-Policy.pdf</a>	P9
23	Risk Management	<a href="https://www.nocil.com/wp-content/uploads/2023/11/NOCIL-RISK-MANAGEMENT-POLICY.pdf">https://www.nocil.com/wp-content/uploads/2023/11/NOCIL-RISK-MANAGEMENT-POLICY.pdf</a>	P1
24	Social Media	<a href="https://www.nocil.com/wp-content/uploads/2023/11/Social-Media-Policy.pdf">https://www.nocil.com/wp-content/uploads/2023/11/Social-Media-Policy.pdf</a>	P9
25	Vigil Mechanism and Whistle Blower	<a href="https://www.nocil.com/wp-content/uploads/2024/12/Vigil-Mechanism-Whistle-Blower-Policy.pdf">https://www.nocil.com/wp-content/uploads/2024/12/Vigil-Mechanism-Whistle-Blower-Policy.pdf</a>	P1
26	HIV Policy	<a href="https://www.nocil.com/wp-content/uploads/2024/04/HIV-Policy.pdf">https://www.nocil.com/wp-content/uploads/2024/04/HIV-Policy.pdf</a>	P3
27	Sustainable Procurement	<a href="https://www.nocil.com/wp-content/uploads/2024/04/Sustainable-Procurement-Policy.pdf">https://www.nocil.com/wp-content/uploads/2024/04/Sustainable-Procurement-Policy.pdf</a>	P1, P6




Sr. No	Name of policy	Link to Policy	Which Principles each Policy goes into
28	Supplier Code of Conduct	<a href="https://www.nocil.com/wp-content/uploads/2025/04/Suppliers-Code-of-Conduct.pdf">https://www.nocil.com/wp-content/uploads/2025/04/Suppliers-Code-of-Conduct.pdf</a>	P1, P6
29	Responsible Consumption	<a href="https://www.nocil.com/wp-content/uploads/2025/12/Responsible-Consumption-Policy.pdf">https://www.nocil.com/wp-content/uploads/2025/12/Responsible-Consumption-Policy.pdf</a>	P6
30	Customer Health & Safety	<a href="https://www.nocil.com/wp-content/uploads/2025/12/Customer-Health-Safety-Policy.pdf">https://www.nocil.com/wp-content/uploads/2025/12/Customer-Health-Safety-Policy.pdf</a>	P5, P6
31	Health & Safety	<a href="https://www.nocil.com/wp-content/uploads/2025/12/Health-and-Safety-Policy.pdf">https://www.nocil.com/wp-content/uploads/2025/12/Health-and-Safety-Policy.pdf</a>	P5, P6
32	Environment	<a href="https://www.nocil.com/wp-content/uploads/2025/12/Environment-Policy.pdf">https://www.nocil.com/wp-content/uploads/2025/12/Environment-Policy.pdf</a>	P6
33	Employee Grievance Redressal	<a href="https://www.nocil.com/wp-content/uploads/2025/12/Employee-Grievance-Redressal-Policy.pdf">https://www.nocil.com/wp-content/uploads/2025/12/Employee-Grievance-Redressal-Policy.pdf</a>	P5
34	H.R.-related policies	Available on intranet, they are accessible only to Regular Employees.	P3

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	Yes	Yes	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.	<ul style="list-style-type: none"> <li>➤ ISO 17025: 2017: Quality Assurance and Marketing Technical Service Lab (at Navi Mumbai site).</li> <li>➤ ISO 14001: 2015: Environment Management System (at both Navi Mumbai &amp; Dahej site &amp; all offices).</li> <li>➤ ISO 45001: 2018: Occupational Health &amp; Safety Management System (at both Navi Mumbai &amp; Dahej site &amp; all offices).</li> <li>➤ ISO 50001: 2018: Energy Management System (at Navi Mumbai site).</li> <li>➤ ISO 9001: 2015: Quality Management System (at both Navi Mumbai &amp; Dahej site &amp; all offices).</li> <li>➤ ISO 9001: 2015: Robust Investor Servicing.</li> </ul>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	<ul style="list-style-type: none"> <li>➤ <b>ISO 20400:2017:</b> Certification/Validation Statement for Sustainable Procurement</li> <li>➤ <b>IATF 16949: 2016:</b> Automotive Quality Management System (at both Navi Mumbai &amp; Dahej site &amp; all offices).</li> <li>➤ <b>Responsible Care:</b> It is a global chemical industry's environmental, health and safety initiative (at both Navi Mumbai &amp; Dahej site &amp; all offices).</li> <li>➤ <b>BIS Registration for Navi Mumbai plant</b> <ul style="list-style-type: none"> <li>• Pilflex -13</li> <li>• Pilnox TDQ</li> <li>• Pilcure CBS</li> </ul> </li> <li>➤ <b>BIS Registration for Dahej plant</b> <ul style="list-style-type: none"> <li>• Pilflex-13</li> </ul> </li> <li>➤ <b>ISCC plus certification</b> <ul style="list-style-type: none"> <li>• TDQ</li> </ul> </li> </ul>
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<p>5. <b>Specific commitments, goals and targets set by the entity with defined timelines, if any.</b></p>	<p>NOCIL remains steadfast in its commitment to uphold rigorous environmental standards across its operations, with a strong focus on key areas such as energy management, waste reduction, and water conservation. In addition, NOCIL has established clear workplace safety targets to ensure a safe and healthy working environment for its employees. While ensuring full compliance with applicable regulatory requirements, NOCIL continuously seeks opportunities to enhance the efficiency of its research and development processes, recognizing that innovation can deliver meaningful benefits for both customers and the environment.</p> <p>NOCIL also acknowledges its responsibility to contribute to India's broader economic and environmental aspirations, including the vision of achieving a USD 5 Trillion economy and the national target of reaching net-zero emissions by 2070. In line with this commitment, NOCIL has set science-based climate targets under the Science Based Targets initiative and continues to take steps toward achieving these targets through structured sustainability initiatives and responsible operational practices.</p> <p>NOCIL is committed to reducing absolute Scope 1 and Scope 2 GHG emissions by 58.80% by F.Y.2034 from base year F.Y 2022. NOCIL is committed to reduce absolute Scope 3 GHG emissions by 35.0% within the same timeframe</p>
<p>6. <b>Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.</b></p>	

**Validation Statement** 

NEAR-TERM SCIENCE-BASED TARGETS

*SBTi Services* has validated that the greenhouse gas emissions reduction target(s) submitted by **NOCIL LTD.** conform with the SBTi Criteria and Recommendations (**Near-Term Criteria V5.2**).

**The official validated target language:**

NOCIL LTD. commits to reduce absolute scope 1 and 2 GHG emissions 58.8% by FY2034 from a FY2022 base year. NOCIL LTD. also commits to reduce absolute scope 3 GHG emissions 35.0% within the same timeframe.



<b>Disclosure Questions</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
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**Governance, Leadership and Oversight**

**7. Statement by a Director responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (Listed Entity has flexibility regarding the placement of this disclosure)**

The Company is not only committed to meeting Environmental Regulations but also strives to incorporate state-of-the-art technologies, including '**Green Chemistry**', into its operations. To this end, the Company's Research Centre boasts a seasoned team dedicated to conducting advanced environmental research and promoting the principles of '**Green Chemistry**', thus advancing sustainable business practices. Demonstrating its commitment to Responsible Corporate Citizenship, the Company has embraced and put into action the '**5S Workplace Organisation Method**' to enhance productivity, ensure safety, and minimise waste generation.

Furthermore, it has adopted a 3Rs strategy focused on reducing, reusing, and recycling materials to advance pollution prevention and waste management.

By adopting these sustainable practices, the Company not only fulfils its environmental stewardship responsibilities but also contributes to the creation of a greener and more sustainable future for generations to come.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).** Name: Mr. Anand V.S. (Managing Director)  
DIN:07918665  
Email id: [investorcare@nocil.com](mailto:investorcare@nocil.com)

**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 Company has formed a **Core Committee on Sustainability** comprising of the Managing Director, Members of the Senior Leadership Team/Function Heads and the Company Secretary to oversee/review the progress made towards compliance with ESG parameters. The Core Committee also approves adoption of Policies and modification of existing Policies as a step towards Sustainability (subject to approval by the Board).

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

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9

**Performance against above policies and follow up action** The Company's Policies undergo periodic reviews either quarterly or when the need arises, conducted by Heads of Departments (HoDs), and the Managing Director (MD). These reviews assess the effectiveness of the policies and incorporate any necessary revisions

(i) Status review conducted by the **Core Committee on Sustainability** on a periodic basis via Meetings.

(ii) In the form of Quarterly 'Compliance Certificate' to the Board by the Managing Director based on corresponding certificates by the concerned Function/Group/HODs, as per responsibilities delegated for Compliance with the applicable laws. On a quarterly basis – **Legal Compliance review**

**Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances** No significant instances of material non-compliance have been reported, and operational concerns are continuously addressed as they arise. The Company has implemented a systematic compliance programme to monitor and ensure adherence to regulations in real-time.

(iii) **Quarterly review by the Safety Committee** via Meetings.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.</b>	<b>YES</b> (i) The Company has carried out Independent Assessment and evaluation of its Policies by External Agencies. The Company undergoes the <b>EcoVadis</b> [PB7.1] Sustainability survey, <b>CDP disclosure</b> (Climate change and Water conservation) and publishes its annual <b>GRI report</b> . (ii) TUV SUD was engaged to conduct an Independent Limited Assurance of the non-financial parameters of the Company's Business Responsibility & Sustainability Report (BRSR- Core) for 2025-26, and TUV SUD has submitted its Independent Limited Assurance Statement (Enclosed Page nos. 198-202)								

**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)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA



**SECTION C PRINCIPLE WISE PERFORMANCE DISCLOSURE****PRINCIPLE 1**

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

**Essential Indicators****1. Percentage coverage by training and awareness programmes on any of the Principles during the Financial Year:**

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of people in respective category covered by the awareness programmes
<b>Board of Directors</b>	02	Discussion on ESG initiatives towards complying with the SEBI directions for the preparation of the Business Responsibility & Sustainability Reporting (BRSR) format and the GRI (Global Reporting Initiative) as per Customer Requirements. Regular updation on formulation and implementation of Policies, POSH, Digital Personal Data Privacy (DPDP) , Prohibition of Insider Trading, Anti-Bribery & Anti-Corruption (ABAC).	<b>100%</b>
<b>Key Managerial Personnel* (KMPs)</b>	05		
<b>Employees (Other than the Directors, KMPs &amp; Workers)</b>	85 programmes	Employee wellbeing, chemical handling & first aid, communication skills, fire fighting with demo, HSE Awareness, SAP Refresher/Awareness Training, ISO/ IATF Awareness Training, Anti-Bribery & Anti-Corruption, Whistleblower, social media, WiNN Accelerate Action for Growth, etc.  The Company has devised Training Modules on ESG Policies (Anti-Bribery & Anti-Corruption Policy (ABAC), Whistleblower mechanism, and Social Media Policy and these Modules are deployed across the organization with a 'testing mechanism '.	<b>100%</b>

\*Also includes the meetings of the Risk Management Committee (RMC)

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

**Note:** The Company, its Directors and/or KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
NIL	NIL





**4. Does the entity have an Anti-corruption or Anti-Bribery Policy? If yes, provide details in brief and if available, provide a link to the Policy.**

YES

NOCIL Ltd. has formulated an **Anti-Bribery and Anti-Corruption policy (ABAC)** that reinforces its commitment to ethical business practices. Bribery and corruption can adversely impact business activities, damage an organization's reputation, and threaten its long-term viability in the market. To address these risks, the Company has implemented a comprehensive Anti-Bribery and Anti-Corruption Policy, which also covers aspects of fraud prevention. The **ABAC Policy** was reviewed and approved by the Core Committee on Sustainability on November 18, 2025.

The Company is committed to conducting all its business activities with the highest levels of honesty, integrity, and ethical standards. It maintains a zero-tolerance approach towards any form of bribery, corruption, fraud, or misconduct in its operations. This policy applies to all stakeholders and individuals associated with NOCIL, including those acting on its behalf, and establishes a Code of Conduct that must be adhered to at all times.

All Employees are required to undergo mandatory **Anti-Bribery and Anti-Corruption** training on an annual basis by means of a specially formulated E-Learning Training Module with an inbuilt testing mechanism to ensure awareness and compliance. The Company has also implemented appropriate internal controls to prevent unethical practices by both the organization and its employees.

The Policy is available on the Company's website and has been communicated to all Group Heads and Senior Managerial Personnel, with instructions to further disseminate and explain it to employees within their respective teams. Continuous sensitization and training initiatives are conducted to ensure strict adherence to the policy across the organization. We have launched E-Learning Training module on ABAC.

1. Weblink of the Business Ethics Policy for reference - <https://www.nocil.com/wp-content/uploads/2023/11/Business-Ethics-Policy.pdf>
2. Weblink of ABAC policy for reference - <https://www.nocil.com/wp-content/uploads/2025/12/ABAC-Policy-Website.pdf>

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

**Plants at Navi Mumbai, Dahej Head Office and the Regional Offices**

	F.Y. 2025-26	F.Y. 2024-25
Directors		
KMPs		
Employees	Nil	Nil
Workers		

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

	F.Y. 2025-26		F.Y. 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest among the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

The Company has not been subjected to any penalties/fines by any regulator during the year under review. The Company has installed a robust mechanism to deal with any complaints from any regulators or complaints relating to corruption and bribery.

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

	F.Y. 2025-26	F.Y. 2024-25
Number of days of accounts payables	43	36

\*The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**9. Openness of Business\***

Provide details of concentration of Purchases and Sales with Trading Houses, Dealers and Related Parties along with Loans and Advances & Investments, with Related Parties, in the following format:

Parameter	Metrics	F.Y. 2025-26	F.Y. 2024-25
<b>Concentration of Purchases</b>	a. Purchases from trading houses as % of total purchases	46.00%	61.10%
	b. Number of trading houses where purchases and made from	75	95
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	84.00%	86.63%
<b>Concentration of Sales</b>	a. Sales to dealers/distributors as % of total sales	19%	23%
	b. Number of dealers/distributors to whom sales are made	40	40
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	62%	57%



Parameter	Metrics	F.Y. 2025-26	F.Y. 2024-25
Share of RTPs in	a. Purchases (Purchases with related parties/Total Purchases)	0	0
	b. Sales (Sales to related parties/Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0	0
	d. Investments (Investments in related parties/ Total Investments made)	30%	37%

\* The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

## Leadership Indicators

### 1. Awareness programmes conducted for Value Chain Partners on any of the Principles during the Financial Year:

Plant at Navi Mumbai, Dahej the Regional Offices (R.O.) and the Head Office (H.O.)

Total number of awareness programmes held.	Topics/principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
100	<ul style="list-style-type: none"> <li>Sustainable Procurement Training sessions for Suppliers</li> <li>Sustainable Procurement Training for Buyers</li> <li>Sustainability, ESG, ISCC Certification awareness through the half-yearly newsletter</li> </ul>	75% of the targeted participants

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

**YES**, the Company has processes in place to avoid and manage conflicts of interest involving members of the Board. The Company has adopted a **Conflict-of-Interest Policy and a Related Party Transactions Policy** in compliance with Section 188 of the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended. Although there have been no incidents of conflict of interest to date, the Company has stringent processes in place to handle such situations should they arise. These practices are meticulously recorded in the meeting minutes, ensuring transparency and accountability in the decision-making process.

Conflict of interest - <https://www.nocil.com/wp-content/uploads/2023/11/Conflict-of-Interest-Policy.pdf>



Related party transactions - <https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-Related-Party-Transaction.pdf>

**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.**

	F.Y. 2025-26	F.Y. 2024-25	Details of improvements in environmental and social impacts
 <b>R&amp;D</b>	<b>83.40%</b>	<b>90.22%</b>	Current process improvements and new molecule development.
 <b>Capex</b>	<b>16.6%</b>	<b>9.78%</b>	

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

**YES.** The Company has established a Sustainable Procurement Policy and related procedures to guide responsible sourcing practices. Building on this foundation, the Company is actively expanding its sustainable procurement strategies, policies, and Supplier Code of Conduct, while leveraging its **ISO 20400** certification to drive continuous improvement. These initiatives position the Company to further advance sustainability across its upstream value chain, integrate environmental, social, and governance considerations into procurement decisions, and support long-term value creation for stakeholders.

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

The Company remains steadfast in its commitment to continuous improvements in Environmental Protection, Health, Safety, and the Secure Transportation of both raw materials and finished products. To support long-term sustainability, we consistently invest in the adoption of innovative environmental technologies and practices that reduce environmental impact and enhance operational efficiency. Furthermore, over 84% of our raw materials are now sourced sustainably, reflecting our proactive efforts to embed sustainability across our supply chain and strengthen the resilience and responsibility of our operations.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

The Company is using distillation/extraction method for purification. Its R&D team continuously works on reduction of waste and thereby increasing the yield of a process to help in pollution abatement. The Company ensures compliance with:

- (i) Environment (Protection) Act, 1986 and Plastic Waste Management Rules 2024.
- (ii) Environment (Protection) Act, 1986 & Manufacture, Storage & Import of Hazardous Chemicals Rules, 1989.

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, take steps to address the same.**

**YES.** The Company has already initiated the necessary steps to get registered under the EPR provisions.



## Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
20119	Antiozonants	60%	Cradle to grave	Yes	No
	Antioxidants		Cradle to grave	No	No

2. If there are any significant Social or Environmental concerns and/or Risks arising from Production or Disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/Description of the risk/	Action Taken Service	Concern
No significant risk/hazard was identified in the LCA study. The Company adheres rigorously to the regulatory framework governing business operations, ensuring that there are no substantial social or environmental issues or risks associated with our production processes.		

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

Indicate input material	Recycled or re-used input material to total material	
	F.Y. 2025-26	F.Y. 2024-25
Raw materials and solvents	10%	10%

**Note:** 10% recycle is based on base calculation, however continuous improvements have been made to recycle more input materials.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

The Rubber Chemicals manufactured by NOCIL are used as raw materials by our Customers. The Rubber Chemicals get consumed in rubber production process.

For rejected products rework process is followed.

	F.Y. 2025-26			F.Y. 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NIL	

**PRINCIPLE 3**

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

**Essential Indicators**
**1. a. Details of measures for the well-being of employees:**

Category	Total (A)	Percentage of employees covered by									
		Health insurance		Health insurance Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	668	668	100%	668	100%	0	0%	668	100%	0	0%
Female	49	49	100%	49	100%	49	100%	0	0%	0	0%
Total	717	717	100%	717	100%	49	6.83%	668	93.16%	0	0%
<b>Other than Permanent employees</b>											
Male	59	0	0%	0	0%	0	0%	0	0%	0	0%
Female	9	0	0%	0	0%	9	100%	0	0%	0	0%
Total	68	0	0%	0	0%	9	13.24%	0	0%	0	0%

**b. Details of measures for the well-being of Workers:**

Category	Total (A)	Percentage 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)
<b>Permanent workers</b>											
Male	52	0	0%	52	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	100%	0	0%	0	0%	0	0%
Total	52	0	0%	52	100%	0	0%	0	0%	0	0%
<b>Other than Permanent workers</b>											
Male	762	0	0%	762	100%	0	0%	0	0%	0	0%
Female	28	0	0%	28	100%	0	0%	0	0%	0	0%
Total	790	0	0%	790	100%	0	0%	0	0%	0	0%



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

	F.Y. 2025-26	F.Y. 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.97%	0.90%

\* The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Note: Data has been rationalized based on concept clarity.

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

Benefits	F.Y. 2025-26			F.Y. 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	6.28%	88.24%	Y	8.96%	60.07%	Y
Others – please Specify	0	0	0	0	0	0

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.**

The Company premises/offices are accessible to differently abled employees and workers. The Company ensures compliance with the Rights of Persons with Disabilities Act, 2016.

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 is committed to providing equal employment opportunities without discrimination on any grounds. To support this commitment, it has implemented a Diversity, Equality & Inclusion (D, E & I) policy approved by the Core Committee on sustainability. The policy serves as an important enabler of economic growth, sustainable competitive advantage and societal progress. The Company believes that discrimination in any form has adverse negative implication and undermines individual potential and merit. Accordingly, it strictly adheres to the policy and any non-compliance is subject to action under applicable laws.

The policy is available at: <https://www.nocil.com/wp-content/uploads/2023/11/Policy-on-diversity-equity-and-inclusion.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.**

YES

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

<b>Permanent employees</b>	→	<p><b>YES.</b> The Company has a mechanism of receiving and addressing employee and worker grievances. While it is developing a structured mechanism aligned with ESG requirements, employees and workers can currently raise grievances, queries and concerns with their departmental supervisors, reporting manager, or HODs. These are then escalated to higher management for appropriate action.</p> <p>In addition, the Company recently introduced a Whistleblower Policy. This provides Directors, employees and other stakeholders with a secure channel to report unethical or improper practices, fraud, misconduct, non-compliance with applicable laws or non-adherence to corporate policies without fear of retaliation.</p>
<b>Other than permanent employees</b>		
<b>Permanent workers</b>		
<b>Other than permanent workers</b>		

**7. Membership of Employees and Workers in Association(s) or Unions recognized by the Listed Entity:**

Category	F.Y. 2025-26			F.Y. 2024-25		
	Total employees/workers in respective categories (A)	No. of employees/Workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective categories (C)	No. of Employees/Workers in respective categories, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	717	0	0%	678	0	0%
Male	668	0	0%	627	0	0%
Female	49	0	0%	51	0	0%
Total Permanent Workers	52	52	100%	59	59	100%
Male	52	52	100%	59	59	100%
Female	0	0	0%	0	0	0%

**8. Details of training given to Employees and Workers:**

Category	F.Y. 2025-26					F.Y. 2024-25				
	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	727	727	100%	727	100%	689	689	100%	689	100%
Female	58	58	100%	58	100%	59	59	100%	43	72.88%
Total	785	785	100%	785	100%	748	748	100%	732	97.86%
<b>Workers</b>										
Male	814	814	100%	0	0%	576	576	100%	0	0%
Female	28	28	100%	0	0%	10	10	100%	0	0%
Total	842	842	100%	0	0%	586	586	100%	0	0%

**9. Details of performance and career development reviews of Employees and Workers:**

Category	F.Y. 2025-26			F.Y. 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	662	503	75.98%	689	511	74.17%
Female	47	39	82.98%	59	36	61.02%
Total	709	542	76.44%	748	547	73.13%
<b>Workers</b>						
Male	814	0	0%	576	0	0%
Female	28	0	0%	10	0	0%
Total	842	0	0%	586	0	0%

**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, is the coverage such system?**

**YES**, The Company has implemented a comprehensive Occupational Health and Safety Management system and remains committed to maintaining a secure and healthy workplace. Through proactive risk management, it seeks to minimizing the risks associated with accidents, injuries, and industry-related health concerns.

Additionally, the Company holds certification under ISO 45001:2018 for its Occupational Health and Safety Management System, encompassing activities at both the Navi Mumbai and Dahej Plants. These operations include the manufacturing, marketing, and sales of rubber chemicals, their intermediates and allied chemicals for the rubber processing industries.

Notably, the Company has earned the 'Responsible Care' certification from the Indian Chemical Council (ICC). We strongly believe that maintaining a safe and healthy workplace not only benefits the immediate surroundings but also contributes to environmental well-being and economic stability.

The policy is available at: <https://www.nocil.com/wp-content/uploads/2025/12/Health-and-Safety-Policy.pdf>

**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 follows two systematic approaches to assess work-related hazards and identify and manage risks associated with it.

- (i) Hazard Identification and Risk Assessment (HIRA) and
- (ii) Hazard and Operability Study (HAZOP) processes,

These are aimed at identifying potential deviations in process parameters such as temperature, pressure, composition, and flow direction. These assessments enable us to pinpoint work-related hazards and evaluate risks as necessary.

- (i) **Listing activities and associated hazard:** Identification of hazard and associated risk is applicable to all activities, services, and products of the NOCIL. The responsibility of identifying hazards and associated risks is burdened upon departmental/plant supervisors through various sources of information – interviewing employees and workers, codes of practice, reports from regulatory bodies etc.
- (ii) **Evaluation of Hazards & Associated Risks:** Identified hazards are evaluated based on internal rating methodology that covers important parameters like severity, occurrence and hazard potential.
- (iii) **Monitoring and Review:** A risk register is maintained and reviewed yearly. Additional review shall be conducted if any unforeseen consequences occur.

**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 holds both departmental and central safety committee meetings, ensuring participation from all workers. During these meetings, queries and concerns regarding work-related hazards are addressed. The Company carefully considers all raised issues and works towards resolving them promptly. Additionally, regular fire safety drills are conducted for employees at both the Plants and the Head Office. The Company also maintains a comprehensive safety manual to guide its procedures.

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

**YES**, Employees and workers are provided with non-occupational medical and health services. The Company ensures the disbursement of medical allowances to eligible individuals based on the specified criteria.

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

Safety Incident/Number	Category	F.Y. 2025-26	F.Y. 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	00	00
	Workers	0.34	0.49
Total recordable work-related injuries	Employees	0	0
	Workers	1	1
No. of fatalities	Employees	0	0
	Workers	0	0



Safety Incident/Number	Category	F.Y. 2025-26	F.Y. 2024-25
High consequences for work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

## 12. Describe the measures taken by the company to ensure a safe and healthy workplace.

At NOCIL utmost importance is given to health and safety work environment. Various measures are undertaken to ensure all the employees and workers follow a disciplined routine with respect to safe and healthy workplace.

- On joining, every employee and worker undergoes a four-day safety induction programme, supported by hands-on training with safety equipment and concluding with a written assessment of the same. This structured onboarding builds awareness, reinforces responsibility, and embeds safe behaviour from the outset. It is further strengthened through refresher training sessions across various departments, focusing on the health and safety of workers and environmental concerns. In addition, HAZOP studies, risk assessments, and pre-startup safety reviews are conducted as needed for plant or process modifications.
- To further strengthen the safety culture, regular safety awareness sessions are conducted to promote behaviour-based safety practices and encourage a proactive approach to workplace safety across the organisation.
- Periodic inspections and audits are undertaken to assess the effectiveness of safety systems. Furthermore, continuous monitoring of noise levels, illumination, and ventilation help maintain a safe and healthy working environment.
- All non-routine maintenance tasks are managed through a permit-to-work system, while preventive maintenance of emergency equipment is routinely performed. Emergency preparedness is reinforced through weekly drills simulating various emergency scenarios to ensure swift response and mitigation in case of any unforeseen events.
- Weekly safety drills are carried out to train workers and employees for unforeseen events.
- Safety audits are conducted periodically. The safety team further conducts safety surveillance every day and correct safety behaviour is appreciated and corrective actions are placed for wrong behaviour.

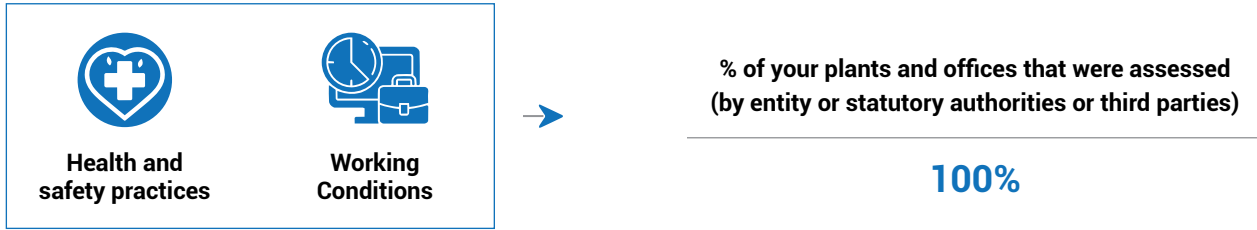
## 13. Number of Complaints on the following made by Employees and Workers:

Plants at Navi Mumbai, Dahej, Head Office (H.O.) & Regional Offices (R.O.)

	F.Y. 2025-26			F.Y. 2024-25		
	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\***

By DISH & Government-approved auditors.



**Note:** \*The assessment for Health & Safety Practices and Working Conditions were carried out by DISH (Directorate of Industrial Safety and Health) & Govt. approved auditors.

**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 Applicable**, as there were no incidents of this nature identified throughout the year.

**Leadership Indicators**

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

**YES**, The Company extends a "Group Accident Policy" to all its employees and workers.





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

The Company maintains records of payment in the form of Challans, confirming that statutory dues have been deducted and remitted by our value-chain partners. The Company's Internal Auditors conduct quarterly verification of this status, presenting a comprehensive report on the matter during Audit Committee Meetings.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	F.Y. 2025-26	F.Y. 2024-25	F.Y. 2025-26	F.Y. 2024-25
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

**No.** The Company did not implement any such programme during the reporting period. However, look forward to implementing the same in case need arises in future.

**5. Details on assessment of Value Chain Partners:**



**6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners. No corrective actions taken as no concerns were identified in the assessment.**

No corrective actions taken as no concerns were identified in the assessment.

## PRINCIPLE 4

Businesses should respect the interests of and be responsive to all their Stakeholders.

### Essential Indicators

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

Considerable effort is invested in identifying stakeholders, prioritising them based on interests and influence. This involves evaluating Political, Economic, Sociological, Technological, Legal and Environmental factors. Collaborative brainstorming sessions among teams enrich this process, fostering innovation and understanding. By comprehensively analysing these factors, we anticipate stakeholder expectations and external pressures. Through meticulous stakeholder identification, we aim to cultivate meaningful relationships, driving sustainable growth and value creation.

#### 2. List Stakeholder Groups identified as key for your Entity and the frequency of engagement with each Stakeholder Group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, website), other	Frequency of engagement (Annually/Half yearly/Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	In person Meetings, Circular on the Notice Board	Annually/Half yearly/Quarterly	QEHS&R Policy, IMS objectives, Policies, Procedures
Customers	No	Email, Meetings	As and when required	Product Specification, Customer Specifications, Production planning
Suppliers	No	Emails, Meetings	As and when required	Services and Product Requirements
Investors	No	Meetings, Website, Advertisement, Newspaper	Annually	Company Performance
Analysts	No	Email, Meetings	As and when required	Company Performance
Shareholders	No	Meetings, Website, Newspaper Advertisement	Annually	Company Performance
Regulatory Bodies	No	Email, Meetings	As and when required	Regulatory Performance
Community	No	Meetings, Notice Board	Annually/Half yearly	Emergency Preparedness

Note: 'Meeting' includes meeting in person and by virtual means.



## Leadership Indicators

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

**YES**, the Company's Risk Management Committee, Core Committee on Sustainability, and the CSR Committee play a vital role in overseeing and shaping progress in areas where economic, environmental, and social factors intersect with stakeholder interests. These Committees act as key strategic bodies, driving alignment between the Company's operations and its long-term goals in sustainability and corporate responsibility. Through ongoing evaluations and reviews, they help identify emerging risks, uncover opportunities, and highlight areas for enhancement in both business practices and stakeholder engagement.

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

**YES**, the Company places strong emphasis on environmental and social responsibility, ensuring these aspects are embedded within its risk management approach. To support this, we actively engage with a wide range of stakeholders, such as local communities, customers, employees, and environmental groups, to identify and assess potential environmental and social risks linked to our operations. These interactions offer critical insights into how our activities may affect the environment, surrounding communities, and society at large

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

The Company is deeply committed to identifying and uplifting vulnerable and marginalised groups through its well-structured Corporate Social Responsibility (CSR) programmes. Guided by the principle of giving back to society, these initiatives span key areas such as healthcare, education, and livelihood development. In addition, the Company actively works to bridge social gaps by supporting the rehabilitation of abandoned and orphaned children, ensuring they receive the care and opportunities needed to build a better future.

**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	F.Y. 2025-26			F.Y. 2024-25		
	Total (A)	No. employees' workers covered (B)	% (B/A)	Total (C)	No. employees' workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	717	626	87.30%	678	480	70.79%
Other than permanent	68	64	94.11%	70	56	80.00%
Total Employees	785	690	87.89%	748	536	71.65%
<b>Workers</b>						
Permanent	52	52	100%	59	59	100%
Other than permanent	790	673	85.18%	527	527	100%
Total Workers	842	725	86.10%	586	586	100%

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

Category	F.Y. 2025-26					F.Y. 2024-25				
	Total (A)	Equal Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than Minimum Wage	
		(B)	% (B/A)	(C)	% (C/A)		(E)	% (E/D)	(F)	% (F/D)
<b>Permanent Employees</b>										
Male	668	0	0%	668	100%	627	0	0%	627	100%
Female	49	0	0%	49	100%	51	0	0%	51	100%
Total	717	0	0%	717	100%	678	0	0%	678	100%
<b>Other than Permanent Employees</b>										
Male	59	0	0%	59	100%	62	0	0%	62	100%
Female	9	0	0%	9	100%	8	0	0%	8	100%
Total	68	0	0%	68	100%	70	0	0%	70	100%
<b>Permanent Workers</b>										
Male	52	0	0%	52	100%	59	0	0%	59	100%
Female	0	0	0%	0	100%	0	0	0%	0	0%
Total	52	0	0%	52	100%	59	0	0%	59	100%



Category	F.Y. 2025-26					F.Y. 2024-25				
	Total (A)	Equal Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than Minimum Wage	
		(B)	% (B/A)	(C)	% (C/A)		(E)	% (E/D)	(F)	% (F/D)
<b>Other than Permanent workers</b>										
Male	762	762	100%	0	0%	517	517	100%	0	0%
Female	28	28	100%	0	0%	10	10	100%	0	0%
Total	790	790	100%	0	0%	527	527	100%	0	0%

### 3. Details of remuneration/salary/wages, in the following format:

#### a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	07	0.125 Crores	01	0.125 Crores
Key Managerial Personnel	05	1.61 Crores	00	0
Employees other than BoD and KMP	668	0.04 Crores	49	0.05 Crores
Workers	52	0.13 Crores	00	0

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

	F.Y. 2025-26	F.Y. 2024-25
Gross wages paid to females as % of total wages	6.48%	6.16%

\* The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

#### 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, The Company has adopted the Vigil Mechanism/whistle blower policy which enables escalation of Human rights impacts or issues caused by the business.

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

The Company has adopted and implemented Policies relating to Grievances Redressal and Human Rights and has established setup for conducting training programs and awareness campaigns for the benefit of all the employees.

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

	F.Y. 2025-26			F.Y. 2024-25		
	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						
Discrimination at workplace						
Child Labour		<b>NIL.</b>			<b>NIL.</b>	
Forced Labour/Involuntary Labour		There have been no grievances raised by employees or workers concerning the human rights issues mentioned.			There have been no grievances raised by employees or workers concerning the human rights issues mentioned.	
Wages						
Other human rights related issues						

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

	F.Y. 2025-26	F.Y. 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

\* The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

According to the relevant policy, a Complainant or Whistleblower is not subjected to unfair treatment as a result of making a reported disclosure under this Policy. The Company guarantees that no discrimination, harassment, victimisation, or any other unjust employment practice is employed against Whistleblowers. The confidentiality of the Complainant or Whistleblower is maintained to the extent allowed by law.

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

**YES,** The Supplier Code of Conduct incorporates a clause outlining Human Rights requirements. This clause is integrated into our agreements with suppliers, aiming to facilitate seamless business operations and prevent potential issues related to Human Rights matters within the supply chain.

In addition, a Human Rights Due Diligence (HRDD) is conducted prior to supplier onboarding to evaluate the importance placed on human rights within the value chain. As a key component of the supplier selection process, the assessment plays a decisive role in onboarding decisions.

URL - <https://www.nocil.com/wp-content/uploads/2024/04/Supplier-Code-of-Conduct-Policy.pdf>

**10. Assessments for the year:**

		<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties).</b>
<b>Child labour</b>	→	Not Assessed – As no child labor is employed
<b>Forced/involuntary labour</b>	→	Not Assessed – As no forced labor is employed
<b>Sexual harassment</b>	→	100% - By an Internal Committee (I.C.)
<b>Discrimination at workplace</b>	→	100%
<b>Wages</b>	→	100%
<b>Others – please specify</b>	→	-

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

No significant risks/concerns were identified in the assessment.

**Leadership Indicators**

- Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.**  
There were no human rights grievances or complaints raised; therefore, no business process modifications or introductions were necessary.
- Details of the scope and coverage of any Human rights conducted due diligence.**  
The Company has established and enacted a comprehensive Human Rights Policy and has provided awareness and guidance to various group heads and Heads of Departments (HoDs) regarding the compliance obligations outlined in this policy.
- Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**  
The Company premises/offices are accessible to differently abled visitors. The Company ensures compliance with the Rights of Persons with Disabilities Act, 2016.

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

		<u>Percentage of value chain partners (by value of business done with such partners) that were assessed</u>
Sexual Harassment	→	100%
Discrimination at workplace	→	100%
Child Labor	→	100%
Forced Labor/Involuntary labor	→	100%
Wages	→	100%
Others – please specify	→	NA

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

No significant risks or concerns have been identified in the assessment.

**PRINCIPLE 6****Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format \*:**

Parameter	F.Y. 2025-26	F.Y. 2024-25
<b>From renewable sources (in GJ)</b>		
Total electricity consumption Green power	50,118.57	56,246.57
Total fuel consumption (B)	10,100.09	10,050.01
Energy consumption through other sources (C) Solar	3,938.74	4,240.71
Total energy consumed from renewable sources (A+B+C)	64,157.40	70,537.29
<b>From non-renewable sources (in GJ)</b>		
Total electricity consumption (D)	1,28,343.17	1,21,746.97
Total fuel consumption (E)	12,90,406.28	13,33,088.26
Energy consumption through other sources (F)	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F)	14,18,749.44	14,54,835.23
Total energy consumed (A+B+C+D+E+F)	14,82,906.84	15,25,372.52
Energy intensity per rupee of turnover (Total energy consumption/Revenue from Operations)	0.00011381 GJ per rupee of turnover	0.00010953 GJ per rupee of turnover
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.002324 GJ per rupee of turnover adjusted for PPP	0.002263 GJ per rupee of turnover adjusted for PPP
Energy intensity in terms of physical output	20.92 GJ/MT	21.59 GJ/MT

\*The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**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**, the Company hired a third party, **TUV SUD**, to conduct this comprehensive evaluation. **TUV SUD** conducted a detailed three-day assessment of our units located at Dahej and Navi Mumbai. The assessment included sample collection and thorough evaluation of our processes and standards. Following this assessment, **TUV SUD** will provide us with an assurance certificate, which will further validate our commitment to maintaining high standards and operational excellence.

**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? If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

**NOT APPLICABLE**, as the Company is not identified as a Designated Consumer under the PAT Scheme. (According to the official gazette of Ministry of Power- National Mission for Enhanced Energy Efficiency- NMEEE).

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

Parameter	F.Y. 2025-26	F.Y. 2024-25
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	11,92,275.00	12,34,448.00
(iv) Seawater/desalinated water	NIL	NIL
(v) Others	57,420.00	64,413.00
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)**	12,49,695.00	12,98,861.00
Total volume of water consumption (in kilolitres)***	4,63,387.00	5,80,405.00
Water intensity per rupee of turnover (Water consumed/turnover)	0.00003556 KL per rupee of turnover	0.00004168 KL per rupee of turnover
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)*	0.000726 KL per rupee of turnover adjusted for PPP	0.000861 KL per rupee of turnover adjusted for PPP
Water intensity in terms of physical output*	6.54 KI/MT of production	8.21 KL/MT of Production

\* The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

\*\*Water withdrawal has increased due to increase in production.

\*\*\*Data has been rationalized based on SEBI's guidelines for water consumption calculation.

**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. The assessment was conducted by TUV SUD.**

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

Parameter	F.Y. 2025-26	F.Y. 2024-25
<b>Water discharged by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water		
- No treatment	N.A	N.A.
- With treatment – please specify level of treatment		



Parameter	F.Y. 2025-26	F.Y. 2024-25
(ii) To Groundwater		
- No treatment	N.A.	N.A.
With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment	N.A.	N.A.
With treatment – please specify level of Treatment		
(iv) Sent to third parties		
- No treatment		
With treatment – please specify level of treatment	7,73,057 KL (Trade Effluent primary, secondary aerobic biodegradation followed by Tertiary treatment.) 13,251KL Sewage Effluent treatment by SBT.	7,10,299 KL (Trade Effluent primary, secondary aerobic biodegradation followed by Tertiary treatment.) 8,157 KL Sewage Effluent treatment by SBT.
(v) Others		
- No treatment	NIL	NIL
With treatment – please specify level of Treatment Sewage		
Total water discharged (in kiloliters)	7,86,308 KL	7,18,456 KL

**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. The assessment was conducted by **TUV SUD**.

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

As of now, the Company has not yet implemented Zero Liquid Discharge. Nevertheless, efforts are underway to progress towards achieving this objective. To reduce our dependency on freshwater usage two new initiatives have been implemented.

(ii) Procuring treated water from Mumbai Municipal Corporation (MMC).

(iii) Installation of a Reverse Osmosis (RO) Plant.

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

Parameter	Please specify unit	F.Y. 2025-26	F.Y. 2024-25
NOx	Kg./Day	150.85	145.51
SOx	Kg./Day	508.93	543.45
Particulate matter (PM)	Kg./Day	220.57	212.40
Persistent organic pollutants (POP)		Nil	Nil

Parameter	Please specify unit	F.Y. 2025-26	F.Y. 2024-25
Volatile organic compounds (VOC)	Acetone	VOC monitored at workplace with self-detection tubes. Not Detectable	VOC monitored at workplace with self-detection tubes. Not Detectable
	Ammonian-Butanol Chlorine		
	HCl H2S Sulphur Dioxide Toluene		
	MIBK Aniline		
	Carbon Disulphide		
	Sodium Hydroxide		
	Sulphuric Acid		
Hazardous air pollutants (HAP)	Chlorine	0.068 kg/Day	0.119 Kg./Day
	Hydrochloric Acid	0.011 kg/Day	0.017 Kg./Day
	Hydrogen Sulphide	0.008 kg/Day	0.007 Kg./Day
	CS2	0.0045 kg/Day	0.00 kg/Day

**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.** The assessment was conducted by TUV SUD.

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

Parameter	Unit	F.Y. 2025-26	F.Y. 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,23,179.23	1,26,093.38
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	25,312.33	24,583.03
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		Total emissions = 1,48,491.36 MtCO <sub>2</sub> e 0.00001139 MTCO <sub>2</sub> e Per rupee of turnover	Total emissions= 1,50,676.41 MtCO <sub>2</sub> e 0.00001082 MTCO <sub>2</sub> e Per rupee of turnover
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)		0.000233 MTCO <sub>2</sub> e Per rupee of turnover adjusted for PPP	0.000215 MTCO <sub>2</sub> e Per rupee of turnover adjusted for PPP
Total Scope 1 and Scope 2 emissions intensity in terms of physical output	Metric tonnes of CO <sub>2</sub> equivalent to per metric tonne of production	2.09 MTCO <sub>2</sub> e per MT production	2.13 MTCO <sub>2</sub> e per MT production

\* The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



**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. The assessment was conducted by TUV SUD

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

Anthropogenic factors are the major reasons for increase in average global temperature leading to climate change. Environmental sustainability is the need of the hour and demanded by all stakeholders. The Company aims to decrease carbon emissions through the adoption of various eco-friendly methods. It is taking proactive steps to implement strategies that are both commercially feasible and economically viable, thereby reducing dependence on carbon-intensive energy sources.

- (i) Inhouse energy generation and green electricity – Through initiatives like roof-top-solar (RTS) and green electricity, we are able to generate and use 51,919.32 KWh of green electricity. It has reduced 28.32% of our dependency on grid based electricity.
- (ii) Energy efficiency – By improving the efficiency of our equipment we have reduced unnecessary energy wastage. Latest technologies have been incorporated to improve energy efficiency.
- (iii) Green energy – We are procuring green electricity from state electricity DISCOMS at both plant locations. Coupled with green fuel stock has further reduced our GHG emissions from manufacturing of our products

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

Parameter	F.Y. 2025-26	F.Y. 2024-25
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	19.84	17.416
E-waste (B)	0.7733	0.3002
Bio-medical waste (C)	0.00085	0.00208
Construction and demolition waste (D)	1,249.66	826
Battery waste (E) (Buy Back)	0	5.344
Radioactive waste (F)	NA	N/A
Other Hazardous waste. Please specify, if any. (G)	7,742.895	8,040.875
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Metal: 319.05 Wood: 114.35 Glass: 3.81 Coal boiler ash: 6615.41 Garbage: 91.55 Total: 7144.17	Metal: 241.043 Wood: 49.44 Glass: 4.96 Coal boiler ash: 6614.935 Garbage: 71.33 Total: 6981.475
Total (A+B + C + D + E + F + G + H)**	16,157.33	15,871.65
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.00000124 MT per rupee of turnover	0.00000114 MT per rupee of turnover

Parameter	F.Y. 2025-26	F.Y. 2024-25
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP) *	0.000025 MT per rupee of turnover adjusted for PPP	0.000024 MT per rupee of turnover adjusted for PPP
Waste intensity in terms of physical output *	0.228 MT/MT of Production	0.225 MT/MT of Production
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	793.52	779.49
(ii) Landfilling	2,146.34	2,108.38
(iii) Other disposal operations ***	13,217.47	12,983.72
Total	16,157.33	15,871.60

\* The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

\*\*Total Waste production has increased due to the increase in production.

\*\*\*Sale: Sale to authorised party as per the consent.

**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. The assessment was conducted by TUV SUD.

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

As the largest manufacturer of rubber chemicals in India, the Company maintains rigorous environmental controls across its liquid, gaseous, and solid streams. It operates a comprehensive Effluent Treatment Plant and has implemented innovative technologies such as Soil Biotechnology, Hydrodynamic Cavitation, and Multiple Effect Evaporator. Treated effluent that meets regulatory standards is discharged into underground MIDC/GIDC drainage pipelines, with online monitoring of pH, flow and COD.



In addition, Hazardous waste is stored in designated areas and disposed of periodically to authorise Treatment, Storage, and Disposal Facilities (TSDFs). Process stacks feature scrubber systems, with drains connected to chemical sewers leading to the ETP for further treatment. An Electrostatic Precipitator (ESP) is installed for particulate matter emission control from coal-fired boilers, monitored via camera surveillance. To reduce pollution, the Company has transitioned to PNG eco-friendly fuel for boilers and laboratory use, replacing liquid fuels. All process and boiler stacks undergo regular monitoring by MOEF-approved labs, ensuring compliance with prescribed norms. The Company holds certifications for ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), ISO 45001 (Occupational Health and Safety Assessment System), IATF 16949 (Quality Automotive Supply Chain), and ISO 50001 (Energy Management System). Upholding high standards in Health, Safety, and Environmental practices is a fundamental aspect of the Company's organisational philosophy, underscored by a continuous commitment to improvement in environmental, safety and energy standards

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

Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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The Company does not conduct its operations in any environmentally sensitive regions.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results Communicated in public domain (Yes/No)	Relevant Web link
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NOT APPLICABLE

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

Sr. No.	Specify the law/regulation/guidelines which were not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Yes, the Company adheres to all relevant environmental laws and regulations.\*

\*The Company has installed a dedicated Compliance Software Tool to oversee control and monitor the status of compliance by the Company with all applicable laws including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment protection Act and rules. The software not only monitors compliance but also guides the employees responsible for the Compliance about the specific requirements and updates them on any amendments.

## Leadership Indicators

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

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

- Name of the area: **Not Applicable**
- Nature of operations: **Not Applicable**

c. Water withdrawal, consumption and discharge in the following format:

Parameter	F.Y. 2025-26	F.Y. 2024-25
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	Not Applicable. None of the Company's plants operate in water stressed areas.	Not Applicable. None of the Company's plants operate in water stressed areas.
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater/desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed/turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
<b>Water discharged by destination and level of treatment (in kiloliters)</b>		
(i) Into Surface water	Not Applicable. None of the Company's plants operate in water stressed areas.	Not Applicable. None of the Company's plants operate in water stressed areas.
- No treatment		
With treatment – please specify level of treatment		
(ii) Into Groundwater		
No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

**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, The assessment was conducted by TUV SUD.

**2. Please provide details of total Scope 3 emission & its intensity, in the following format::**

Parameter	Unit	F.Y. 2025-26	F.Y. 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	3,06,456.20	3,17,216.98
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent/ Revenue from operations	0.0000235	0.0000228



Parameter	Unit	F.Y. 2025-26	F.Y. 2024-25
Total Scope 3 emission intensity in terms of physical output	Metric tonnes of CO <sub>2</sub> equivalent/MT of product	4.322	4.489

**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.** The assessment was conducted by TUV SUD.

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas as prevention and remediation activities.**

**NOT APPLICABLE**, as none of the Company's projects are located in ecologically sensitive areas.

**4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
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The Company consistently refines parameters to minimise raw material consumption and enhance yields. Utilising innovative technologies such as liquid-liquid extraction and carbon columns, the Company recovers raw materials from waste streams, thereby minimising waste generation.

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

Yes, the Company emphasises the need for effective engineering controls to manage all risks associated with operational activities. Risk mappings are conducted and an on-site emergency plan is in place, encompassing various measures to mitigate associated risks. The plan is implemented for the following purposes:

- Preventing an emergency from escalating into a major incident or disaster.
- Defining resources and procedures for the efficient control of emergencies.
- Assigning specific activities and responsibilities to key personnel and agencies to eliminate delays in emergency mitigation/control.
- Minimising damage to people, property and the environment.
- Conducting effective rescue operations and providing treatment to casualties.
- Identifying casualties and informing their relatives.
- Alerting relevant external agencies and supplying pertinent information on the incident
- Facilitating rehabilitation and restoring normalcy

**6. Disclose any significant adverse impact on the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

No adverse impacts on the environment have been identified across the Company's value chain.

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

The Company assessed about 86% of value chain partners for environmental impacts, through supplier audits.

**8. How many Green Credits have been generated or procured:**

**a. By the listed entity - Nil**

**b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners - Nil**

## PRINCIPLE 7

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

### Essential Indicators

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

The Company is associated with six (6) Industries/Chambers

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Indian Chemical Council	National
2	All India Rubber Industry Association	National
3	Indian Rubber Institute	National
4	Indian Merchants Chamber	National
5	Thane-Belapur Industries Association	State
6	Dahej Industry Association	State

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

Name of the Authority	Brief of the case	Corrective action Taken
NOT APPLICABLE. No adverse orders were issued by any Regulatory Authority against the Company.		

### Leadership Indicators

**1. Details of public policy positions advocated by the entity:**

S. No.	Public policy Advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of review by board (Annually/Half yearly/Quarterly/- others please specify)	Web Link, if available
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The Company actively engages with various industry associations to advocate for the advancement of the industry and public welfare. It adheres to a Code of Conduct Policy to ensure the highest standards of business conduct are maintained during interactions with these trade associations and industry bodies

**PRINCIPLE 8****Businesses should promote inclusive growth and equitable development****Essential Indicators**

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

Name and brief details of the project	SIA Notification no.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain (Yes/No)	Relevant web link
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**NOT APPLICABLE.** The Company has not conducted any Social Impact Assessments during the current financial year

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

Sr. No.	Name of the project for which R&R is going	State	District	No. of project affected families	No. of PAF's covered by R&R	Amount paid to PAFs (in ₹)
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**NOT APPLICABLE.**

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

The Company does not have a separate mechanism to receive and redress grievances of communities but has taken a leading role in engaging with communities through its CSR initiatives and implementing them, which are aimed at promoting healthcare, particularly preventive healthcare, and delivering Community Health Programs to underprivileged communities residing in rural and tribal areas. Additionally, efforts have been directed towards rural community development and women empowerment, with the aim of fostering equitable and sustainable development and reducing overall poverty levels. We have provided financial assistance to reputable NGOs such as The Cancer Patients Aid Association, which offer affordable or free treatment to economically disadvantaged patients suffering from serious illnesses like cancer, as well as equipment for the early detection of breast cancer in impoverished women.

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

	F.Y. 2025-26	F.Y. 2024-25
Directly sourced from MSMEs/small producers	4.65%	4.60%
Sourced directly from within India	95.00%	82.00%

\* The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFDSEC-2/P/CIR/2023/122.

**5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost \***

<u>F.Y. 2025-26</u>	<u>Location</u>	<u>F.Y. 2024-25</u>
0%	Rural	0%
21%	Semi-urban	20%
0	Urban	0
79%	Metropolitan	80%

(Place to be categorized as per RBI Classification System – rural/semi-urban/urban/metropolitan)

\* The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFDSEC-2/P/CIR/2023/122.

## Leadership Indicators

**1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Corrective action taken
Not applicable	

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

S. No	State	Aspirational District	Amount spent (In ₹) in Crores
1	Punjab	Moga	0.0026
2	Madhya Pradesh	Khargone	0.1294

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

The Company operates without a preferential procurement policy due to the fluctuating nature of supply and demand of chemicals. Instead, it focuses on supporting marginalized and vulnerable groups primarily through CSR initiatives. This approach ensures that resources are directed towards those who needs them the most, aligning with the Company's commitment to social responsibility. By prioritising CSR activities, the Company contributes positively to society while adapting to the complexities of the market environment.

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

Not Applicable, as no procurement has been made.

**(c) What percentage of total procurement (by value) does it constitute?**

Not Applicable, as no one procured

**4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

Sr. No.	Intellectual property based on traditional knowledge	Owned/acquired (Yes/No)	Benefits shared (Yes/NO)	Basis of calculating benefits shared
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**NOT APPLICABLE**, as no benefits derived or shared from IP owned or acquired by the Company based on traditional knowledge

**5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Name of authority	Brief of the Case	Corrective action taken
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**NOT APPLICABLE**, as there are no such instances of any disputes

**6. Details of beneficiaries of CSR Projects:**

Sr. No.	CSR Project	No. of people benefitted from CSR Projects	Percentage of beneficiaries from vulnerable and marginalized groups
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1	Vayam (Supporting farmers to enhance livelihood)	252	100%
2	Vayam (Suposhan)	1440	100%
3	House of Freedom Foundation (Awareness)	620	16%
4	House of Freedom Foundation (Rehab)	540	19%
5	Shri Chaitanya Health and Care Trust is a public charitable organisation dedicated to uplifting rural and tribal communities.	<p>About 485 needy people were given free sight by perform cataract surgeries. About 329 beneficiaries were given concessional treatment for various medical tests and investigations. 5 needy beneficiaries were given concessions for their cancer surgeries</p> <ul style="list-style-type: none"> <li>Over 370+ farmers were benefitted under the "WADI" project.</li> <li>More than 400 saplings were provided to 10 farmers for innovative livelihood practices in horticulture.</li> <li>About 1000+ farmers were provided with high output seeds under the "Seed for Life" program.</li> <li>Over 300+ students were benefitted under "VENU" and Vidyavan programs.</li> <li>Over 1200+ students were benefitted under " Abhyasika " program.</li> <li>Anti Addiction Awareness Program 1452 students &amp; about 326 students were counselled via Anti-Addiction Awareness Camps.</li> </ul>	87% of the beneficiaries were from vulnerable and marginalized groups

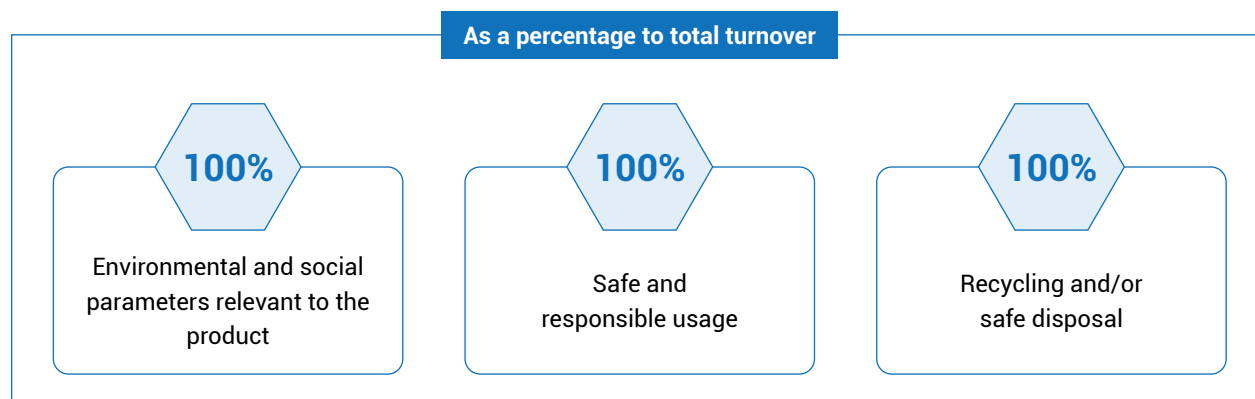
Sr. No.	CSR Project	No. of people benefitted from CSR Projects	Percentage of beneficiaries from vulnerable and marginalized groups
6	Malvi Educational and Charitable Trust (Residential School)	20	100%
7	Malvi Educational and Charitable Trust (Vidhyavan Centre)	52	100%
8	Vowel of the People Association (Mental Health Awareness, Education and Support for School Teachers in Maharashtra)	For FY 25-26, Overall 2712 users are using MYCA-a free digital ecosystem for mental health. Direct beneficiaries: 2712 (Includes teachers, headmasters, education officers and administrators and other staff) Indirect beneficiaries: 32544, 27120 students, 5424 family members	Direct beneficiaries of our intervention are teachers. Such kind of data (Vulnerable/marginalized groups) is not tracked however majority of the teachers who are users of the MYCA app are from rural and tribal/remote parts of Maharashtra such as Gadchiroli, Nandurbar, Palghar, Thane etc. There are a few from urban slum communities of Pune, Mumbai and Thane also. Under the data privacy, we have not tracked locations of active users however we have checked backend data with active mobile numbers. So, with extrapolation of available data, we can say that ~30% beneficiaries are from vulnerable groups.
9	N.M. Sadguru Water and Development Foundation (Sustainable irrigation systems and agriculture-based livelihood enhancement project for doubling the income of the tribal and rural poor in the state of Madhya Pradesh, District-Khargone and Block-Bhagwanpura)	230	100%
10	Olympic Gold Quest (OGQ)	27 – Athletes	26%
11	Seva Sahayog Foundation (Samutkarsh (Community Learning Centre)	363	100%
12	Cancer Patients Aid Association (Breast Prosthesis)	199	100%
13	Cancer Patients Aid Association (Walk in)	23	100%
14	Cancer Patients Aid Association (HPV prevention)	171	100%

**PRINCIPLE 9**

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

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

Customer complaints are channelled through our Marketing and Regional Sales Managers, ensuring a streamlined process for resolution. Timeliness is paramount, reflecting our commitment to customer satisfaction. Furthermore, we proactively gather feedback via biennial Customer Satisfaction Surveys (CSS). Each comment and suggestion is meticulously reviewed, serving as a catalyst for improvement initiatives. We prioritise transparency and responsiveness, swiftly implementing corrective actions where necessary. This customer-centric approach underscores our dedication to continuous enhancement and fosters enduring relationships with our valued clientele.

**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 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	13	Nil	All complaints resolved satisfactorily	17	Nil	All complaints resolved satisfactorily

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

	Numbers	Reasons for recalls
Voluntary Recalls	No such incidents of product recalls happened	No such incidents of product recalls happened
Forced Recalls	No such incidents of product recalls happened	No such incidents of product recalls happened

**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.**

We prioritise the security and confidentiality of all internal online data, sensitive information, and customer details. To uphold this commitment, we have diligently implemented a comprehensive Privacy Policy. This policy serves as a safeguard, protecting against any unauthorised access and ensuring the security of all data under our purview. Our Privacy Policy outlines strict protocols and procedures designed to mitigate risks and uphold confidentiality standards. It encompasses measures such as encryption, access controls, and regular audits to maintain the integrity of our systems and data.

The Policy is available at: <https://www.nocil.com/wp-content/uploads/2023/11/Privacy-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 safety of products/services.**

**NOT APPLICABLE**, as no such instance occurred during the year.

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

- Number of instances of data breaches:** - No such cases were identified
- Percentage of data breaches involving personally identifiable information of customers:** - No such cases were identified
- Impact, if any, of the data breaches** – Not applicable

\* The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

## Leadership Indicators

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

The Company offers multiple channels for accessing its products and services, primarily through its website:

- For an overview of products: [Products Overview] <https://www.nocil.com/products-industries/>
- For technical information: [Technical Notes] <https://www.nocil.com/technical-services/>
- Information on product safety handling and disposal can be found in the Material Safety Data Sheets (MSDS) provided with product packaging

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

Details about the Company's products and their safety measures are accessible on the Company website. This includes:

- Providing Material Safety Data Sheets (MSDS) with each delivery, offering comprehensive information
- Safety guidelines for product handling and disposal on product packaging. - MSDS containing information on safe handling, storage, and disposal of the products
- Customer awareness is actively promoted through meetings and interactions

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

The Company prioritises transparent communication with its valued consumers, including the timely disclosure of any risks or disruptions associated with its products. Alongside proactive measures to ensure product safety, it maintains open communication channels through mailings and telephone calls. A dedicated team promptly notifies consumers of any identified risks or disruptions that may impact product safety or use. Through targeted mailings and personalised telephone calls, the Company aims to reach consumers directly, providing clear and concise information regarding the nature of the concern and any recommended actions.

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

**YES.**, accessibility and customer satisfaction are at the forefront of our initiatives. Product details are readily available on both our product packaging and our corporate website, ensuring transparency and ease of access for our customers. This dual approach allows customers to quickly access relevant. Moreover, we are committed to fostering strong relationships with our customers through various customer-centric initiatives. One such initiative is our Customer Satisfaction Survey, which serves as a vital communication channel. This survey enables us to actively listen to our customers, understand their needs, and address any concerns or conflicts promptly and effectively. By actively engaging with our customers, we strive to continuously improve our products and services, ultimately enhancing the overall customer experience.

UN SDGs Initiatives





## SDG 1: No Poverty



The NOCIL-supported WADI Project and Nutrition (**Suposhan**) Initiative contributed meaningfully to income stabilization and reduction of Rural Economic vulnerability across various Households and Farmer families. In the WADI intervention, farmers reported measurable income improvement essentially for sustaining seasonal livelihoods, particularly during high-risk agricultural cycles.

In the Nutrition Initiative, Households reduced dependency on expensive market procurement requiring travel distances of 23–35 km per trip, which previously consumed both wages and a full day of labor. Several families reported savings equivalent to ₹ 1,000 per cycle per household, while surplus vegetable sales generated up to ₹ 700 per day equivalent income in select cases. Many beneficiaries transitioned from migration-based survival work to localized livelihood systems, reflecting a shift from economic fragility to partial self-reliance and dignity-based income generation.

## SDG 2: Zero Hunger



The initiatives significantly advanced food and nutrition security through a combination of Sustainable Agriculture systems and Household-level food production models. Under the WADI and Seed for Life programs, 116+ Farmers were supported with training, improved inputs, and participatory seed systems aimed at strengthening climate-resilient and indigenous agricultural practices. A total of 2.5 acres of land was brought under productive cultivation, with an achieved 85.7% harvest success rate, indicating strong adoption and effectiveness of the intervention.

Complementing this, the Suposhan nutrition initiative enabled households in remote tribal regions to establish kitchen gardens, ensuring direct access to fresh vegetables for up to 4 months per cultivation cycle. This intervention addressed a critical nutritional gap caused by geographical isolation and seasonal market dependency, where families otherwise consume limited vegetables for nearly seven months annually. The combined impact of Agriculture and nutrition programs led to improved dietary diversity, reduced dependency on external food systems, and strengthened household-level food sovereignty.

## SDG 3: Good health &amp; Well-being



The NOCIL-supported healthcare ecosystem delivered large-scale preventive and curative services across rural Maharashtra and Uttar Pradesh. More than 500 medical camps annually reached an estimated 1.25 million population catchment, providing primary, specialty, and preventive healthcare services. The program enabled 8,000+ dialysis sessions annually, 200+ cataract surgeries, and 74+ concessional treatments including 6 cancer surgeries, ensuring access to critical healthcare for economically weaker populations. Within Child Care Institutions, 36 children underwent structured baseline health assessments, revealing that 89% had normal hemoglobin levels, while 31% were identified with malnutrition or health-related concerns, enabling timely clinical and nutritional interventions. Additionally, 100% hygiene kit coverage across all 39 children improved sanitation behavior and reduced risk of infection. Many beneficiaries transitioned, who regained vision through cataract surgery, highlight the transformative impact of timely medical intervention under NOCIL support.

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**SDG 4: Quality Education**


The Child Care Institutional Support Program significantly strengthened foundational education outcomes for 39 children across two CCIs, with a focus on improving literacy, numeracy, and life readiness skills. Structured academic interventions included daily tuition support, ASER-based assessments, and targeted remedial teaching for children with learning gaps. To enhance teaching quality, two phases of residential teacher training programs were conducted, equipping educators with child-centered and activity-based pedagogical approaches.

Additionally, the program strengthened digital literacy through the provision of 4 computers, enabling 12 children to gain exposure to essential digital tools such as MS Word, Excel, and Paint applications. A structured life skills curriculum comprising 10 sessions focused on communication, teamwork, empathy, and problem-solving abilities, ensuring holistic development beyond academics. Continuous monitoring and evaluation through monthly reviews and classroom observations enabled adaptive learning support, resulting in measurable improvements in engagement, confidence, and foundational competencies among children.

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**SDG 5: Gender equality**


NOCIL interventions promoted gender inclusion through active participation of women in livelihood and nutrition programs across tribal regions. In the Suposhan kitchen garden initiative, women such as Minakshi and Vimal became primary cultivators, directly managing household nutrition systems that supported 100% of their family food consumption for up to 4 months per cycle. In agriculture interventions, women participated in household-level farming activities across multiple villages in Jawhar, Makhada, and Vikramgad, contributing to improved dietary diversity in more than 60+ households engaged in nutrition gardens. In Child Care Institutions, 50%+ of girl children (KDGB Girls Balgruha) received equal access to structured education, health check-ups covering 36 children in total, and life skills training. These interventions collectively enabled women and girls to shift from dependent roles to active contributors in household nutrition, education, and income stability.

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**SDG 6: Clean water and Sanitation**


The program contributed to water security and hygiene improvement through decentralized, low-cost solutions in water-scarce regions. Household-level rainwater storage structures were created using tarpaulin-based systems, enabling irrigation for vegetable cultivation during dry months across Jawhar, Makhada, and Vikramgad. This intervention directly enabled 4-month sustained vegetable production cycles per household, reducing dependence on external water sources. In Child Care Institutions, 100% of 39 children received hygiene kits, supporting daily sanitation practices and reducing health risks. Additionally, bi-annual health screenings identified 31% children with nutritional or hygiene-linked health concerns, enabling corrective interventions. These combined efforts improved both household water resilience and institutional sanitation outcomes.

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SDG 8: Decent work & Economic growth



The CSR programs contributed to sustainable livelihood creation and rural economic empowerment by enabling a transition from distress-based or seasonal labor to more stable and productive income-generating activities. In agriculture, 116+ farmers were trained in improved farming practices, including organic and climate-resilient methods, resulting in increased productivity and diversification of income sources. Several case-based outcomes demonstrated transformative economic mobility, such as individuals earning up to ₹ 25,200 within three months from jasmine cultivation, replacing prior dependence on migrant construction labor.

The nutrition and kitchen garden interventions further supported economic resilience by reducing household expenditure on food procurement and minimizing dependency on external labor migration. Many Families s were able to remain within their villages, leveraging government employment schemes like EGS alongside local agricultural production, thereby achieving dual-income stability. Collectively, these interventions contributed to strengthening rural entrepreneurship, improving income security, and enhancing dignity of labor.

SDG 9: Innovation & Infrastructure



The interventions introduced scalable, low-cost rural innovations that improved agricultural and educational infrastructure. In agriculture, tarpaulin-based water harvesting systems were deployed across multiple villages, enabling climate-resilient farming in low water-retention basalt and lateritic soil regions. Under Seed for Life, 3 structured models (demo plots, seed plots, grain plots) were implemented for participatory seed innovation and conservation. In Child Care Institutions, 4 computers were installed, enabling 12 children to receive structured digital literacy training in MS Word, Excel, and Paint tools. Additionally, 2 phases of teacher training (total 7 days) were conducted to strengthen pedagogy. These innovations collectively strengthened grassroots infrastructure for agriculture, education, and digital inclusion.

SDG 10: Reduced inequalities



The interventions were specifically designed to address structural inequalities faced by remote tribal populations in geographically isolated regions such as Jawhar, Mokhada, Vikramgad, and Katkaripada. These areas suffer from limited market access, inadequate healthcare infrastructure, and educational disadvantages. Through integrated service delivery, the programs ensured equitable access to healthcare, education, nutrition, and livelihood opportunities for all participating beneficiaries.

Across all initiatives, 100% of targeted Households received direct support, including agricultural inputs, healthcare services, hygiene kits, and educational interventions. In Child Care Institutions, all 39 children received equal access to structured education, healthcare, emotional support, and developmental programs, ensuring inclusive growth. The interventions effectively reduced disparities arising from geography, income, and social vulnerability, thereby promoting equitable human development outcomes.

SDG 11: Sustainable Cities and Communities



The program strengthened the resilience of remote tribal communities across Palghar and Nashik districts by improving access to food, income, and essential services. In the nutrition initiative, households saved up to ₹ 1,000 per cycle per family in avoided vegetable procurement and transport costs, while also producing food locally for up to 4 months annually. Agriculture interventions supported 116+ farmers, reducing distress migration in multiple cases where families previously traveled to brick kilns or urban labor markets. In Child Care Institutions, 39 children were provided structured care, education, and emotional support, ensuring stable and safe living environments. These interventions collectively strengthened self-reliant and resilient rural community systems.

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**SDG 12: Responsible Consumption**


The programs promoted Sustainable and Responsible production systems by encouraging low-input, environmentally conscious agricultural practices. Farmers were trained in organic farming techniques such as Jeevamrut preparation and herbal pest control, reducing dependence on Chemical Fertilizers and pesticides. Across intervention sites, 100% of Agricultural inputs were documented and monitored, enabling data-driven and controlled usage of resources.

The Seed for Life program further strengthened Sustainable consumption patterns through the conservation and propagation of indigenous, climate-resilient crop varieties. Household-level kitchen gardens under the nutrition initiative enabled localized food production, reducing dependence on external supply chains and promoting circular, low-cost consumption systems. These interventions collectively fostered environmentally responsible agricultural practices while ensuring Nutritional and Economic Sustainability.

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**SDG 13: Climate Action**


The initiatives significantly enhanced climate resilience among vulnerable rural communities by introducing adaptive agricultural systems and decentralized water management solutions. Farmers were supported with simple yet effective infrastructure such as tarpaulin-lined water harvesting systems, enabling rainwater storage and utilization during dry periods. This intervention allowed households to extend cultivation beyond monsoon dependency, thereby reducing climate-related livelihood risks.

Additionally, the promotion of indigenous seed varieties and climate-resilient crops helped farmers adapt to erratic rainfall patterns and soil degradation challenges. Across multiple Households, a transition from single-season to multi-season cultivation was observed, reflecting improved resilience against climate variability. These interventions collectively strengthened the adaptive capacity of rural livelihoods in the face of increasing environmental uncertainty.

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**SDG 15: Life on Land**


The Programs contributed to ecological restoration and sustainable land use in regions characterized by degraded soil quality, low water retention, and limited agricultural productivity. Comprehensive soil testing was conducted across farming sites, and corrective interventions were implemented based on identified nutrient deficiencies. This enabled more efficient and targeted soil management practices.

Through participatory seed conservation systems and promotion of indigenous crop varieties, the Program strengthened biodiversity and reduced dependency on external hybrid seed systems. Additionally, the adoption of organic farming practices supported soil regeneration and long-term land productivity. In total, 2.5 acres of previously underutilized or degraded land were brought under sustainable cultivation, contributing to improved ecological balance and land restoration.

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SDG 16: Peace, Justice and Strong Institutions



The Program strengthened institutional care systems and child protection frameworks through structured governance and monitoring mechanisms. In Child Care Institutions, 36 children underwent SDQ-based emotional assessments, with 69% identified as 'At Risk', enabling targeted psychological and developmental interventions. A total of 10 life skills sessions were conducted to improve emotional stability, communication, and behavioral outcomes. Governance was strengthened through a Trustee-level review meeting involving 68 stakeholders across 18 CCIs, 11 Aftercare Homes, CWCs, and DCPU representatives, ensuring coordinated service delivery. These interventions created structured, accountable, and safe institutional environments for vulnerable children and strengthened multi-level governance systems.

SDG 17: Partnership



The CSR implementation model was strongly rooted in multi-stakeholder collaboration, involving NGOs, healthcare institutions, Child Care Institutions, local governance bodies, and community-based organizations. A structured Governance mechanism enabled coordinated delivery across sectors such as health, education, agriculture, and nutrition. The Trustee-level engagement brought together 68 participants from 18 Associate CCIs, 11 Non-Associate CCIs, CWCs, and DCPU representatives, facilitating knowledge exchange, capacity building, and strategic alignment.

This partnership-driven approach ensured scalability, accountability, and community ownership of interventions. Continuous engagement with institutional stakeholders and field-level actors strengthened program effectiveness and reinforced long-term sustainability of outcomes.



## Assurance statement on third-party verification of sustainability information

Unique identification no.: **3153256300**

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by **NOCIL Limited ,Mafatlal House, 3rd Floor, H.T. Parekh Marg, Backbay Reclamation, Churchgate** for the period from 01 April 2025 to 31 March 2026.

The verification was carried out according to the steps and methods described below.

### Scope of the verification

The third-party verification was conducted to obtain independent assurance about whether the Sustainability information is prepared in reference to BRSR standard/framework (hereinafter referred as "Reporting Criteria").

### Reporting standard/framework

The disclosures have been prepared by **NOCIL Limited**, in reference to:

BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period Financial Year (FY) 2025-26 as listed below

Limited level of assurance of 'BRSR 9 Core Attributes'

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the BRSR reporting, and accordingly, we do not express a conclusion on this information.

It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report

### Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the BRSR report in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for measurement, calculation, collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a BRSR report that is free of material - intentional or unintentional - erroneous information.

### Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based on ISAE 3000 assurance engagement standard and ISO 17029.

### Level of Assurance

Limited Level of assurance for the 9 core attributes of BRSR (Ref: Annexure I of SEBI circular)

**Section A:** General Disclosures-20-a, b, 21, 22, 25

**Section C:** Principle Wise Performance Disclosure-

Principle 1: Essential Indicator 1,6,8,9

Principle 1: Leadership Indicator 1

Principle 2: Essential Indicator 2-b

Principle 3: Essential Indicator 1,2,5,8,9,11,13,14



Principle 3: Leadership Indicator 3

Principle 5: Essential Indicator 1,2,3,6,7,10

Principle 6: Leadership Indicator 1,2,3,4,6,7,9

Principle 6: Leadership Indicator 2,7

Principle 8: Leadership Indicator 6

Principle 9: Essential Indicators 3,7

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.

- Inquiries of personnel who are responsible for the stakeholder engagement and materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analyzing, and aggregating sustainability information as well as for internal controls
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures and control mechanisms through a sample survey at selected multiple sites as mentioned below:

Sl. No.	Company Name	Site Address
1		<b>Corporate office</b> Mafatlal House, H. T. Parekh Marg, Backbay Reclamation Churchgate, Mumbai – 400 020, Maharashtra
2	NOCIL Limited,	<b>Navi Mumbai Plant</b> C-37, T.T.C. Industrial Area, Pawne, Navi Mumbai – 400 705, Maharashtra
3		<b>Dahej Plant</b> Plot No. 12/A/1 & 13/B/1, Dahej Industrial Estate, Village Ambheta, Tal. Vagra, Dist. Bharuch, Gujarat - 392130, India.

## Conclusion

### Limited level of Assurance- BRSR 9 Core Attributes

On the basis of the assessment procedures carried out & evidence we have collected during 29-04-26 to 03-06-26, the identified sustainability indicators of 9 Core Attributes (Listed in Annexure I of this statement) of BRSR for FY 2025-26 are prepared in all material respect in accordance with the reporting requirements outlined in BRSR Core.

## Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the "scope of the engagement". Assurance of further information included in the BRSR reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

### Use of this Statement

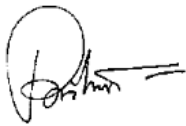
The Company must reproduce the TÜV SÜD statement and possible attachments like Assurance report in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

### Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

Mumbai, 12<sup>th</sup> June 2026



Prosenjit Mitra  
General Manager- Verification, Validation and Audit  
Management System Assurance



Pratik Pancholi  
Verification Team Leader, TÜV SÜD  
Management System Assurance



**Annexure I**

S. No.	Attribute	Parameter	Cross reference to BRSR (P-Principles/ E-Essential Indicator)
1.	Green-house gas (GHG) foot-print  Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)  Total Scope 2 emissions (Break-up of the GHG (CO <sub>2</sub> e) 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)  GHG Emission Intensity (Scope 1 +2)	P6-E7
2.	Water footprint	Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment	P6-E3 P6-E4
3.	Energy footprint	Total energy consumed % of energy consumed from renewable sources Energy intensity	P6-E1
4.	Embracing circularity - details related to waste management by the entity	Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction and demolition waste (D) Battery waste (E) Other Hazardous waste. Please specify, if any. (G) Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Total waste generated ((A+B + C + D + E + F + G + H) Waste intensity Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations For each category of waste generated, total waste disposed by nature of disposal method	P6-E9
5.	Enhancing Employee Wellbeing and Safety	Spending on measures towards wellbeing of employees and workers – cost incurred as a % of total revenue of the company Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	P3-E1 P3-E11
6.	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid Complaints on POSH	P5-E3 P5-E7
7.	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost	P8-E4 P8-E5

<b>S. No.</b>	<b>Attribute</b>	<b>Parameter</b>	<b>Cross reference to BRSR (P-Principles/ E-Essential Indicator)</b>
8.	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable	P9-E7 P1-E8
9.	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & in-vestments with related parties	P1-E9