

5th August, 2024

The Manager,
Listing Department,
National Stock Exchange of India Ltd,
Exchange Plaza,
Plot No. – C – 1, G Block,
Bandra – Kurla Complex,
Bandra (East),
Mumbai – 400051

The General Manager,
Department of Corporate Services,
BSE Ltd.,
1st Floor, New Trading Ring,
Rotunda Building,
P.J. Towers,
Dalal Street, Fort,
Mumbai – 400001

NSE Code:- PCBL

BSE Code:- 506590

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the Financial Year ended
March 31, 2024**

In terms of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby enclose the Business Responsibility and Sustainability Report of the Company for the Financial Year ended March 31, 2024, which also forms part of the Integrated Report of the Company for the Financial Year 2023-24.

You are requested to kindly acknowledge the receipt of the same and oblige.

Thanking you.

Yours faithfully,

For **PCBL LIMITED**

K Mukherjee
Company Secretary and Chief Legal Officer

Enclo: As Above

PCBL Limited

Registered Office: 31 Netaji Subhas Road, Kolkata – 700 001, West Bengal, India

Corporate Office: RPSG House, 4th Floor, 2/4 Judges Court Road, Kolkata – 700 027, West Bengal, India

P: +91 33 6625 1443 | **E:** pcbl@rpsg.in | **W:** www.pcblttd.com | **CIN:** L23109WB1960PLC024602

ANNEXURE 'F' TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Pursuant to Regulation 34(2)(f) of the SEBI Listing Regulations

The Directors present the Business Responsibility and Sustainability Report of the Company for the financial year ended on 31 March, 2024.



SECTION A GENERAL DISCLOSURES

I. Details of the Company:









1	Corporate Identity Number (CIN) of the Listed Company	>	L23109WB1960PLC024602
2	Name of the Listed Company	>	PCBL LIMITED
3	Year of incorporation	>	31 March, 1960
4	Registered office address	>	31, N. S. Road, Kolkata-700001
5	Corporate office address	>	RPSG House, 4 th Floor, 2/4 Judges Court Road, Kolkata-700027
6	E-mail	>	pcbl.investor@rpsg.in
7	Telephone	>	033-40870500/0600
8	Website	>	www.pcblttd.com
9	Financial year for which reporting is being done	>	FY 2023-24
10	Name of the Stock Exchange(s) where shares are listed	>	National Stock Exchange of India Limited and BSE Limited
11	Paid-up Capital	>	₹ 37,74,62,604/-
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. Kaushik Mukherjee Company Secretary and Chief Legal Officer Email: - kaushik.mukherjee@rpsg.in Telephone: 033-40870500/0600
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the Company) or on a consolidated basis (i.e. for the Company and all the entities which form a part of its consolidated financial statements, taken together).	>	The disclosures made under this report are on a Standalone Basis.
14	Name of assurance provider	>	Indian Register Quality Systems(IRQS)
15	Type of assurance obtained	>	Limited level assurance

II. Products/services

16. Details of business activities: (Accounting for 90% of the turnover)		
	Description of Main Activity Manufacturing	
	Description of Business Activity Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	
% of Turnover of the Company 97.02%		
17. Products/Services sold by the Company: (accounting for 90% of the entity's Turnover).		
	Product/Service Manufacturing of Tyre, Performance and Specialty chemicals	
	NIC Code 1920	
% of total Turnover contributed 97.02%		

III. Operations

18. Number of locations where plants and/or operations/offices of the Company are situated:

National		
		  Total
Number of plants 4 (Durgapur, Kochi, Palej and Mundra)	Number of offices 3 Regional offices (Delhi, Mumbai and Chennai), 1 Registered office (Kolkata), 1 Corporate office (Kolkata)	
International		
		  Total
Number of plants Not Applicable	Number of offices Belgium, Shanghai, South Korea, Japan, Germany, USA, Vietnam	

19. Markets served by the Company:

a. Number of locations

Locations	Number	Locations	Number
National (No. of States)	23 PAN India (including States/UTs)	International (No. of Countries)	50+ Countries

b) Revenue from Operation- ₹ **5674.32** Crores

Contribution of exports during the financial year ended 31 March, 2024: **33%**



c. A brief on types of customers

Customer centricity is intrinsic to PCBL's business culture. We make continuous efforts towards understanding our customer's evolving needs and this has led to our growth and success over the years. We have continuously demonstrated our commitment towards providing the best customer service by constantly delivering value to our customers. We drive improvement in products by staying in sync with the customer's expectation and deliver upto their satisfaction. We work with the major tyre and non-tyre customers in India as well as around the globe. We offer grades to meet specific requirements of technical and rubber goods manufacturing companies. Moreover, we cater specialty chemicals as per requirements of prominent Indian and global companies. We have strategic relationships with these esteemed customers, providing customised products and also jointly develop products for them.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled)



S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1.	Permanent (D)	1003	944	94%	59	6%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	1003	944	94%	59	6%



S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
4.	Permanent (F)	272	272	100	0	0
5.	Other than Permanent (G)	745	730	98%	15	2%
6.	Total workers (F + G)	1017	1002	99%	15	1%

Note : Definition of employee clustering is as under:

- ➔ Permanent Employees include white collar employees
- ➔ Other than permanent Employees include Temporary.
- ➔ Permanent Workers include technicians, associates and staff.
- ➔ Other than Permanent Workers include Contractual Labour, Temps. Fixed Term Contractual, third party employees, contractual workers.

b. Differently abled employees and workers:



Differently abled employees

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1.	Permanent (D)	4	2	50%	2	50%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	4	2	50%	2	50%



Differently abled workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
4.	Permanent (F)	0	-	-	-	-
5.	Other than permanent (G)	0	-	-	-	-
6.	Total differently abled workers (F + G)	0	-	-	-	-

21. Participation/Inclusion/Representation of women

No. and percentage of Females



Board of Directors

	<u>Total (A)</u>	<u>No. (B)</u>	<u>% (B/A)</u>
Board of Directors	11	2	18
Key Management Personnel (KMP)	2	0	0

* KMP other than Managing Director

22. Turnover rate for permanent employees and workers



Permanent Employees [in %age]

	FY 23-24 <i>(Turnover rate in current FY)</i>			FY 22-23 <i>(Turnover rate in previous FY)</i>			FY 21-22 <i>(Turnover rate in the year prior to the previous FY)</i>		
	Male	Female	+	Male	Female	+	Male	Female	+
Permanent Employees [in %age]	16.2	13.6	16.1	17	12	16	15.03	26.80	16



Permanent Workers [in %age]

	Male	Female	+	Male	Female	+	Male	Female	+
Permanent Workers [in %age]	5	0	5	0	0	0	2	0	2

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

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed Company	Does the Company indicated at column A, participate in the Business Responsibility initiatives of the listed Company ? (Yes/No)
1.	Phillips Carbon Black Cyprus Holdings Limited	Wholly Owned Subsidiary	100	No
2.	Phillips Carbon Black Vietnam Joint Stock Company	Subsidiary Company of Phillips Carbon Black Cyprus Holdings Limited	80	No
3.	PCBL(TN) Limited	Wholly Owned Subsidiary	100	Yes
4.	PCBL EUROPE SRL (Incorporated w.e.f 14 April, 2023)	Wholly Owned Subsidiary	100	No
5.	Advaya Chemicals Limited (Incorporated w.e.f 28 December, 2023)	Wholly Owned Subsidiary	100	No
6.	Advaya Chemical Industries Limited (Incorporated w.e.f 11 January, 2024)	Subsidiary	80	No
7.	Nanovace Technologies Limited (Incorporated w.e.f 29 March, 2024)	Wholly Owned Subsidiary	100	No

VI. CSR Details


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






(ii) Turnover (in ₹): Revenue from Operations - ₹ **5674.32** Crores

(iii) Net worth (in ₹): ₹ **2994.41** Crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then Provide web-link for grievance redressal policy)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
 Communities	Yes (Captured through quarterly meetings with representatives of communities)	0	0	-	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then Provide web-link for grievance redressal policy)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
 Investors (Other than shareholders)	Yes Through Whistle Blower Mechanism. Link may be accessed at https://www.pcblltd.com/responsibility/policies	0	0	-	0	0	-
 Shareholders*	Yes Through Stakeholders Relationship Committee, SEBI Complaints Redressal System – ‘SCORES’ as well as the ‘SMART ODR’ Portal	7	2	All complaints as on date of this report stand resolved.	10	0	All complaints filed during the FY 2022-23 were duly resolved during the same year.
 Employees and workers **	Leena AI chatbot, Sampark (Quarterly employee engagement programme)	6	0	All complaints filed during FY 2023-24 were duly resolved during the same year.	0	0	-
 Customers ***	Yes. (SAP)	23		All complaints were duly resolved during the financial year.	19	0	All complaints were duly resolved during the financial year.
 Value Chain Partners	Through e-Mail	0	0	-	0	0	-

* Reported shareholder complaints are related to non-receipt of split shares and unclaimed dividends pursuant to IEPF claim.

** Reported employee complaints are mostly related to food quality, transportation facilities and irregular feedback on the performance of individual from reporting manager.

*** Reported customer complaints are related to product processing and application





26. Overview of the Company's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications:











Opportunity



Risk

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	 GHG Emissions and Energy Management		<p>Failure to effectively manage and reduce GHG emissions can result in environmental impacts and regulatory non-compliance. Increasing scrutiny and regulations related to climate change and emissions can lead to reputational and financial risks. Inefficient energy management can lead to higher operational costs and dependence on fossil fuels, which are subject to price volatility.</p>	<ul style="list-style-type: none"> - Accounting/monitoring GHG emissions at regular intervals. - Long term/short term corrective measures to improve energy efficiency by using heat exchangers at different stages of downstream and thereby reducing the combustion of fossil fuel. - Generation of electrical power by using waste gases (tail gas) released during carbon black production process, and excess electricity, after meeting requirements, is exported to grid and thereby offsetting the GHG emission which would have been emitted otherwise by using fossil fuel. 	<p>There is a positive financial implication from reduction in GHG emission/ improving energy efficiency.</p>
2.	 Water Management		<p>Compliance with water usage and discharge regulations is crucial to avoid penalties and reputational damage. Untreated water discharge can result in environmental harm and regulatory non-compliance. To manage these risks, PCBL needs to implement effective water conservation strategies, invest in water treatment infrastructure, and ensure adherence to applicable regulations and sustainable water management practices.</p>	<ul style="list-style-type: none"> - Monitoring water consumption in various processes at the operational level. - Exploring water-recycling opportunities to save freshwater consumption. - Replenishing groundwater through the utilisation of harvested rainwater for horticulture. - All our plants are zero liquid discharge (ZLD) compliant. 	<p>There is positive financial implication from reduction in freshwater consumption.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	 Solid Waste Management		<p>Waste is generated at various stages of PCBL's operations, starting from procurement of input materials, to manufacturing and packaging of carbon black. Solid waste management presents risks for PCBL. Inadequate waste management practices can lead to environmental pollution and noncompliance with waste disposal regulations. Improper handling of solid waste can result in health and safety hazards for employees and surrounding communities. Increasing public awareness and regulatory scrutiny regarding waste management further intensify these risks.</p>	<ul style="list-style-type: none"> - Monitor and map the quantity of different types of wastes generated - Reduce the quantity of waste generated at source by adopting adequate measures - Explore possibilities for recycling and reusing the waste generated - Ensure waste generated is disposed-off in an appropriate manner. - Increasing the percentage of waste diversion from landfill 	<p>There is positive financial implication of reduction in waste generation and reuse & recyclability of wastes.</p>
4.	 Health and Safety		<p>Health and safety pose significant risks for PCBL. Failure to ensure a safe working environment can lead to accidents, injuries, and potential harm to employees ultimately leading to disruption in operations.</p> <p>Non-compliance with health and safety regulations can lead to legal penalties, reputational damage, and workforce dissatisfaction.</p>	<ul style="list-style-type: none"> - Emphasis on Hazard Identification and Risk Assessment, HAZOP (Hazard and Operability Study), and JSA (Job Safety Analysis), incident investigation and training - Occupational health and safety management programme across all plants. - Plants certified with ISO 45001:2018 standard. - Established Safety Committee across all plants, which consists of Unit Head (Chairperson), Safety Head (Secretary), all department heads and contract worker representatives representing each contractor. - Strict adherence to SOPs for following the highest level of health and hygiene. 	<p>There is positive financial implication of ensuring Health and Safety.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	 <p>Human rights, Employee wellbeing & community engagement</p>		<p>Human rights, employee wellbeing and community engagement present opportunities for PCBL. By respecting and promoting human rights within its operations and supply chain, PCBL can enhance its reputation, build trust with stakeholders, and attract socially responsible investors.</p> <p>Engaging with local communities through collaborative initiatives, such as employment opportunities, skill development programmes, and community development projects, can foster positive relationships and contribute to sustainable development.</p>	<ul style="list-style-type: none"> - Non-acceptance of (Zero-tolerance approach towards) human rights violations such as discrimination, forced/coercive labour, and child labour within and beyond PCBL's boundaries. - Implementation of a well-defined Human Rights Policy, with awareness training provided to the entire workforce. - The Human Rights Policy outlines PCBL's approach and expectations for human rights compliance throughout the value chain. - Adherence to the human rights policy is closely monitored, and a whistleblower process in place for stakeholders to raise concerns. - Community engagement and infrastructure development as key concepts - Improving living conditions, fun at work, flexi working hours as per requirement, focusing on health, poverty eradication, quality education, equal opportunities, biodiversity preservation, sustainable livelihoods, and community infrastructure. - PCBL's social initiatives are overseen by a board-level Corporate Social Responsibility (CSR) committee. 	<p>There is direct negative and indirect positive financial implication of Corporate Social Responsibility.</p>
6.	 <p>Product Stewardship</p>		<p>Inadequate management of product life cycles including raw material sourcing, manufacturing, use, and disposal, can result in environmental pollution and regulatory non-compliance.</p>	<ul style="list-style-type: none"> - Initiative for Life cycle assessment of the product and taking action to reduce the impact of its product on the environment. - Adherence to applicable national and international regulations (e.g., REACH, ROHS), emphasising continuously on updating domain knowledge through R&D, analysing and highlighting implications and staying ahead of the compliance curve. 	<p>There is positive financial implication of Product Stewardship</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>Failure to assess and mitigate potential health and safety risks associated with products can lead to harm to users and consumers.</p> <p>Increasing public awareness and regulatory scrutiny on product safety and sustainability intensify these risks.</p>		
7.	 <p>Leadership and Governance</p>		<p>Strong leadership and effective governance practices can enhance transparency, accountability, and ethical conduct within the organisation. This fosters trust among stakeholders, including investors, employees, customers, and the community. Effective governance structures provide clear direction, strategic decision making, and risk management, enabling PCBL to navigate challenges and seize opportunities. By promoting diversity in leadership and embracing innovative ideas, PCBL can drive organisational growth and resilience. Furthermore, a robust governance framework can attract socially responsible investors and enhance the Company's reputation, positioning PCBL as a responsible and trusted business entity in the market.</p>	<ul style="list-style-type: none"> - Appointment of a Lead Independent Director to ensure a strong governance structure. - Highly experienced and active Board of Directors committed to upholding the highest level of corporate governance. - Individuals from diverse backgrounds with expertise, in the BoD providing valuable guidance to senior management. - Composition of the Board includes executive directors, non-executive directors, and non-executive independent non-executive directors. - Six board committees constituted to review and address specific concerns and impact areas, playing a crucial role in the organisation. - These committees contribute to effective decision-making and oversight in areas such as audit, sustainability and risk management, corporate social responsibility, evaluate the performance of the Board of Directors, look into various aspects of shareholders' complaints and review the performance of the Board as a whole. - Specialised expertise and ensure adherence to best practices, enhancing overall governance and accountability within PCBL. 	<p>There is positive financial implication from leadership and governance.</p>

SECTION B MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and management processes										
1. A. Whether your Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	
c. Web Link of the Policies, if available	The policies are uploaded on the website of the Company at www.pcblttd.com under the segment 'Investor Relations' and 'Sustainability'									
2. Whether the Company has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your Company and mapped to each principle.	ISO 9001:2015, IATF 16949:2016, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 14001:2015, ISO 45001:2018, ISO 27001:2022	ISO 45001:2018, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 14001:2015, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 45001:2018, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 14001:2015, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 14001:2015, ISO 45001:2018, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 27001:2022
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	<p>Environmental Commitments: PCBL is committed to minimising its environmental impact by reducing resource consumption, mitigating greenhouse gas emissions, conserving water, managing waste responsibly, and adopting sustainable practices throughout its operations.</p> <p>Social Commitments: PCBL prioritises the well-being and safety of its employees, promotes diversity and inclusion, respects human rights, and supports community development. The Company strives to maintain ethical labor practices, provide a safe and healthy work environment, and engage in community initiatives that contribute to social progress.</p> <p>Governance Commitments: PCBL emphasises strong corporate governance practices, transparency, and accountability. The Company adheres to legal and regulatory requirements, maintains high standards of integrity, and ensures responsible management of its business operations. PCBL also upholds ethical business conduct, promotes fair and equitable treatment of stakeholders, and fosters a culture of integrity and compliance.</p> <p>For further details, please refer to pages 230-271 of the Integrated Annual Report</p>									

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the Company against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>PCBL's ESG commitments are closely monitored and evaluated by various committees led by the Management and Board of Directors. These committees play a vital role in assessing the effectiveness of each principle and ensuring their implementation throughout the organisation. They regularly review the Company's ESG performance, identify areas for improvement, and develop strategies to enhance sustainability, social responsibility, and corporate governance practices. Through these evaluations, PCBL aims to maintain transparency, accountability, and continuous improvement in its ESG initiatives. The active involvement of committees helps to drive the Company's commitment to responsible business practices and achieve its long-term ESG goals.</p> <p>For further details, please refer to pages 46-50 of the Integrated Annual Report</p>								

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed company has flexibility regarding the placement of this disclosure)

We are pleased to present PCBL's Business Responsibility and Sustainability Report for FY23-24, acknowledging the unwavering trust and support of our stakeholders. Our sustainability journey has been marked by significant milestones and achievements, showcasing our continuous progress towards a more sustainable future.

During the financial year, we have made considerable strides in aligning with our Environment, Social, and Governance (ESG) objectives, particularly in environmental stewardship. Our key efforts have focused on enhancing energy efficiency, reducing emissions, minimising water consumption, and managing waste effectively. A comprehensive carbon footprint assessment was conducted across all manufacturing plants and offices. To mitigate greenhouse gas (GHG) emissions, we have adopted several initiatives, including upgrading our technology to more energy-efficient systems, implementing stringent emission control measures. Our strategy involves continuous monitoring and improvement of these initiatives to ensure their effectiveness and sustainability.

PCBL extends its sustainability approach throughout our supply chain by supporting our partners in mitigating environmental impacts. Regular supplier audits ensure adherence to our stringent policies and procedures. Our social investment strategy emphasises enhancing the operating ecosystem through community engagement and infrastructure development. Key focus areas include promoting good health, eradicating poverty, providing quality education, ensuring equal opportunity, preserving biodiversity, supporting sustainable livelihoods, and developing community infrastructure.

We regard our employees as our most valuable asset. Significant investments have been made in their development through technology, infrastructure, training, and processes, equipping them with the necessary skills for future challenges. We prioritise creating a safe and stimulating workplace, attending to the physical and mental well-being of our employees through regular interactions and the provision of essential amenities.

PCBL takes pride in its unwavering commitment to sustainable development, exemplified through our actions and behaviours. We are dedicated to continuous evolution and believe we will set new benchmarks in achieving our targeted ESG goals.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>At the highest level, the Sustainability and Risk Management Committee, headed by the Managing Director, who is the Chairman of the Committee holds the key responsibility of safeguarding and evaluating the Business Responsibility (BR) performance of the Company.</p> <p>The Corporate Social Responsibility (CSR) Committee, under the purview of the Board of Directors, supervises various aspects related to corporate social responsibility and other relevant matters. This committee develops an Annual Action Plan in accordance with the CSR Rules and the Company's CSR Policy, which is periodically revised. All CSR projects and programs are undertaken, monitored, evaluated, and reported as per the CSR Rules.</p> <p>To ensure a comprehensive assessment of the Company's sustainability objectives, the Board of Directors expanded the scope of the Sustainability and Risk Management Committee (SRM) and subsequently renamed it to reflect its enhanced focus. The SRM Committee is responsible for reviewing the Company's sustainability agenda, including measures that uphold its commitment to sustainability and align its long-term strategy with the creation of shared value.</p> <p>Among its responsibilities, the SRM Committee evaluates the Company's initiatives and strategies related to climate change, water management, and responsible sourcing. It also oversees the implementation of human rights due diligence, promotes diversity, inclusion, and employee health and well-being. Furthermore, the SRM Committee ensures compliance with all policies and regulatory reporting requirements stipulated under the SEBI Listing Regulations.</p>								
<p>9. Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? If yes, provide details.</p>	<p>The oversight of sustainability initiatives within your Company has been assigned to the SRM Committee by the Board of Directors. The Committee convenes a minimum of two times annually and consists of four Directors, including one Executive Director and three Non-Executive Independent Directors.</p> <p>Mr. Kaushik Roy assumes the overall responsibility for Business Responsibility (BR) activities.</p> <p>DIN: 06513489 Name: Mr. Kaushik Roy Designation: Managing Director, Chairman of the Sustainability and Risk Management Committee Telephone No: 033 – 4087 0500/0600 Email ID – pcbl.investor@rpsg.in</p>								

10. Details of Review of NGRBCs by the Company:

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

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

P1 ▼ No	P2 ▼ No	P3 ▼ No	P4 ▼ No	P5 ▼ No	P6 ▼ No
P7 ▼ No	P8 ▼ No	P9 ▼ No			

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

Not applicable, since all principles are covered by the existing policies of PCBL.







SECTION C PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness Programmes
 Board of Directors	4	<p>Familiarisation programs covering issues relating to Strategy/Industry trends, Ethics & Governance and Legal & Regulatory matters, Safety, Health and Environment and business aspects relating to Sustainability and Operational Governance.</p> <p>Impact: Adherence to Good Governance practices and insights</p>	100%
 Key Managerial Personnel	4	<p>Programs covering issues relating to : Anti- Bribery and Anti – Corruption, Insider Trading Training, ESG awareness, Cyber Security, POSH Policy, Safety training</p> <p>Impact: Adherence to Good Governance practices, behaviour and insights into the ESG domain.</p>	100%
 Employees other than BoD and KMPs	No of training programmes: 659 Manhours involved: 79055	<p>70% - Technical Based Training Programme 20% - Safety Based Training Programme 10% - Behavioural Based</p> <p>Impact: Bringing in overall improvement in the performance of the employees to enhance the organisational efficiency</p>	100%
 Workers	No of training programmes: 740 Manhours involved: 26,980	<p>Programs covering issues related to:</p> <ol style="list-style-type: none"> QC Tools Human rights POSH awareness Safety trainings <p>Impact: Insights and awareness w.r.t productivity, safe and secure working conditions.</p>	100%



2. Details of fines/penalties/punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the Company or by directors/KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year:

During FY 2023-24, no fines/ penalties/ punishment/ award/ compounding fees/ settlement amount was paid in proceedings by the Company or by Directors/ KMPs with regulators/ law enforcement agencies/ judicial institutions.

(Note: These disclosures are on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the Company's website).

However, an Order has been issued by the Office of the Deputy Commissioner, Central Tax & Excise, Perumbavoor Division, Department of Revenue, Ministry of Finance, Government of India, confirming a demand of tax of ₹ 7,46,626/- along with the applicable interest on the above demand and penalty of ₹ 74,663/- during the period July 2017 to July 2018.

The Company shall challenge the said Order by way of filing an appeal before the relevant authority, within the prescribed time limit, based on strong grounds in its favour.

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.

Not applicable.



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

Code of Business Ethics & Conduct: The Company has laid down two separate Codes of Business Ethics & Conduct- one for Board Members and Senior Management Personnel (including those deputed in Subsidiaries/ Joint Ventures) in alignment with the Company's vision & mission and aims at enhancing ethical and transparent processes in managing the affairs of the Company and the other employees.

Define the desirable and non-desirable acts and conduct for the employees and extend to all employees working with it (including those deputed in Subsidiaries/ Joint Ventures). The aspects of Bribery and Corruption are also covered under the Code of Ethics and Compliance Standard. There is a laid down procedure for action in the case of non-compliance with the defined terms as well as for any misconduct.

Whistle Blower Policy: The Whistle Blower policy provides a system for disclosures made by employees or complaint of any fraud or suspected fraud involving employees of the Company (all full time, part-time or employees appointed on adhoc/ temporary/contract basis) as well as representative of vendors, suppliers, contractors, service providers or any outside agency(ies) doing any type of business with the Company.

The Company has an Anti-Bribery policy and Code of Ethics and Compliance Standard in which anti-corruption has been addressed. These policies can be accessed through the web-link provided: <https://www.pcblltd.com/responsibility/policies>.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	None	None
KMPs		
Employees		
Workers		

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of				
Conflict of Interest of the Directors	Nil	Not applicable	Nil	Not applicable
Conflict of Interest of the KMPs				

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

Not Applicable as no cases of corruption and conflicts of interest were notified in the reporting period.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payable	93	76

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	N.A.	N.A.
	b. Number of trading houses where purchases are made from	N.A.	N.A.
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	N.A.	N.A.
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	4.85%	6.22%
	b. Number of dealers / distributors to whom sales are made	13	14
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors	97.98%	97.21%
Share of RPTs in	a. Purchases (Purchases with related parties / Total purchases)	0.01%	0.27%
	b. Sales (Sales to related parties / Total sales)	2.61%	3.34%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total investments made)	99.97%	99.94%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Topics/principles covered under the training



All raw material suppliers were made aware regarding sustainability procurement as envisaged by PCBL and their role in the same during one-on-one meetings.

All packaging suppliers were made aware about their role in making the supply chain sustainable and the importance and process of sustainability audit of their manufacturing facilities.

Total number of awareness held



24

% age of value chain programmes partners covered (by value of business done with such partners) under the awareness programmes



94%

2. Does the Company have processes in place to avoid/ manage conflict of interests involving members of the Board? If yes, provide details of the same.

Yes, we have laid down guidelines to manage or avoid conflict of interest involving members of the Board.

These guidelines are incorporated in the organisation's '[Code of Conduct \[CoC\] for Board of Directors and Senior Management](#)'. All applicable members are expected to dedicate their best efforts and decisions to advance the Company's interests. Any situation that involves or is reasonably expected to involve in a conflict of interest shall be promptly reported.

The CoC covers the following aspects of Conflict of Interest:

- Corporate Business Opportunity
- Payment or gift from others
- Company property
- Confidential Information

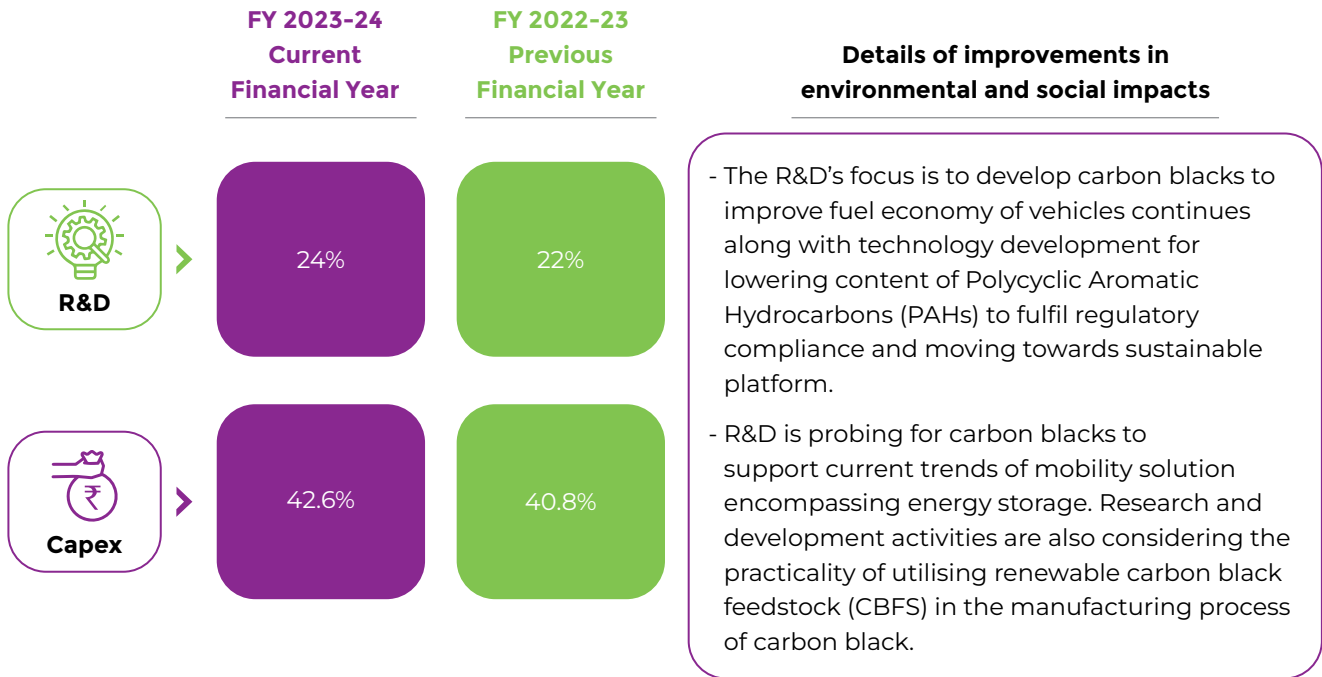


PRINCIPLE 2

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 Company, respectively.**



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

Yes, PCBL has a well-defined Sustainable Procurement Policy and Supplier Code of Conduct for sustainable sourcing.

The Company adopts highly standardised procurement processes which integrates ethical, environmental and social criteria. The Company also engages with its suppliers to sensitise them on sustainability issues which can pose a threat to its business operations and in turn can impact on its business continuity. The 'Supplier Code of Conduct' sets standards aligned with the SDGs and UNGC-CDP Principles, which are expected to be followed by suppliers engaged in business with the Company.

PCBL has partnered with EcoVadis to share the best sustainability practices, and assess the sustainability profiles of its key suppliers as a part of PCBL's Sustainable Procurement program.

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

35% of the packaging material was sourced sustainably.

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.**

PCBL's 'carbon black' product acts as raw material for the other manufacturing companies, making it difficult to reclaim the product. However, the Company is exploring the possibility of extracting carbon black from the disposed tyres, in collaboration with the tyre manufacturers. This will help to reduce the use of consumption of virgin material and would substantially affect the cost as well.

4. Whether Extended Producer Responsibility (EPR) is applicable to the Company's activities. If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

No. The utilisation of recovered Carbon Black has the potential to cut carbon footprints by around 80%, leading to increased efforts from major tyre manufacturers. However, in India, the technology is still under development. While tyre manufacturers have implemented EPR practices, its applicability to our industry is currently being explored.

Leadership Indicators

1. Has the Company conducted Life Cycle Perspective/Assessments (LCA) for any of its products?

The Company has not conducted any life cycle assessment for the products till date. However, initiative has been taken to carry out the LCA for products and it is expected to be completed by August 2024.

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.

Not Applicable. We are in the process of carrying out the Life Cycle Assessment in the coming year.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Water (% of recycled water in total water consumption, by volume)	9.8%	9.7%

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)	17.4 MT	0	0	0.82 MT	0	0
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.

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
%age	2.0%	0.043%

PRINCIPLE 3

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

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

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

**Permanent employees**

Male	944	944	100%	944	100%	N.A.	N.A.	944	100%	944	100%
Female	59	59	100%	59	100%	59	100%	N.A.	N.A.	59	100%
Total	1003	1003	100%	1003	100%	59	100%	944	100%	1003	100%

**Other than Permanent employees***

Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

*The well-being of other than permanent employees are managed through contractual terms and conditions.

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

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

**Permanent workers**

Male	272	272	100%	272	100%	N.A.	N.A.	272	100%	272	100%
Female	0	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	272	272	100%	272	100%	N.A.	N.A.	272	100%	272	100%





**Other than Permanent workers**

Male	730	730	100%	730	100%	N.A.	N.A.	730	100%	730	100%
Female	15	15	100%	15	100%	15	100%	N.A.	N.A.	15	100%
Total	745	745	100%	15	100%	15	100%	730	100%	745	100%

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	3.6%	3.2%

2. Details of retirement benefits, for FY 2023-24 and FY 2022-23:

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
 Provident Fund	100%	100%	Yes	100%	100%	Yes
 Gratuity	100%	100%	Yes	100%	100%	Yes
 ESI/Similar benefit (Eligible employees as per law)	-	100%	Yes	-	100%	Yes
 Others -	Not applicable					



3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

In conformance with our Equal Employment Opportunity Policy as well as the employee Code of Conduct, we are an equal opportunity employer and ensure that the Company fulfils the requirements of the Rights of Persons with Disabilities Act, 2016. All PCBL offices are equipped with necessary infrastructure so as to ensure easy and equal access to persons with disabilities. We have dedicated ramps at the office entrances. Special toilets have been designed for persons with disabilities. Elevators are available in our multi-storey office buildings to ensure that no inconvenience is faced by our physically challenged employees. We take special care in assigning the jobs to them so that their physical limitations do not come in the way of their performance and career aspirations.



4. Does the Company 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, our Equal Employment Opportunity Policy showcases our commitment to equal opportunity. Our unwavering commitment to delivering value while nurturing and promoting diversity across our operation aids in promoting an environment of trust, empathy and mutual respect.

The policy can be accessed at <https://pcbltd.com/responsibility/policies>

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

All the employees who took parental leave during the reporting year, returned to work and have been retained till present.

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

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

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



Permanent Workers



Workers can raise their issues through sectional head, HOD, and Unit Head in the respective order who resolve the issues.

Grievance/Suggestion box have been placed in conspicuous places to drop their issues and it is addressed by plant HR.

The Union also brings the issues direct to HR/IR Head for resolution.

Quarterly Townhall meetings chaired by Plant Heads are conducted to redress issues, if any.



Other than Permanent Workers



Contractual workers can also raise their issues through sectional head, HOD, and Unit Head in the respective order who resolve the issues.



Permanent Employees



Yes, PCBL employees can submit their grievances in the Leena AI chatbot that sends surveys to the respective employees and captures the mood score accordingly.

It is an autonomous conversational AI-backed platform that helps organisations to achieve better employee experience.

Sampark: Conducted once in a quarter for teams to connect with our MD and senior leadership team in which employee grievances are addressed.



NA

**Other than
Permanent
Employees**

7. Membership of employees and workers in association(s) or Unions recognised by the listed Company:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	Nil					
- Male						
- Female						
Total Permanent Workers	272	272	100%	284	284	100%
- Male	272	272	100%	283	283	100%
- Female	0	0	NA	1	1	1

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B /A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)



Employees

Male	944	939	99.5%	902	95.6%	843	843	100%	843	100%
Female	59	50	84.7%	50	84.7%	51	51	100%	51	100%
Total	1003	989	98.6%	952	94.9%	894	894	100%	894	100%



Workers

Male	272	272	100%	272	100%	283	283	100%	261	92%
Female	0	0		0		1	1	100%	1	100%
Total	272	272	100%	272	100%	284	284	100%	262	92%

9. Details of performance and career development reviews of employees and workers:

Category	FY 2023-24 (Current Financial year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)



Employees

Male	944	944	100%	843	843	100%
Female	59	59	100%	51	51	100%
Total	1003	1003	100%	894	894	100%



Workers

Male	272	272	100%	283	283	100%
Female	0	0	0	1	1	100%
Total	272	272	100%	284	284	100%

10. Health and safety management system:



a. Whether an occupational health and safety management system has been implemented by the Company? If yes, the coverage of such system?

YES, all of the manufacturing sites of PCBL are ISO 45001:2018 certified. PCBL has an Occupational Health and Safety Management System in place that has been implemented at all the manufacturing facilities.

The Company's Safety, Health and Environment (SHE) Policy provides the measures that should be taken to provide safe working environment to all. The Company has introduced an occupational health and safety management programme across its plants, focusing on imparting safety awareness amongst employees, contractors and vendors to ensure that there are no safety related incidents or injuries.

All the employees and workers are motivated to work safely by delivering the "Toolbox Talk" (a short presentation on health and safety) before commencing any job. The Safety display and caution boards are strategically placed in the plant area to educate the workers and employees about the hazards and safety instructions. Additionally, visitors, customers, and business officials undergo comprehensive safety induction before entering the plant premises in a safety training kiosk.





b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the Company?

Work related hazards at PCBL are identified through HIRA (Hazard Identification and Risk Assessment), HAZOP (Hazard and Operability Study), and JSA (Job Safety Analysis) Techniques.

The work related hazards are reported through Learning Event (LE) reporting system. Permit to Work system is followed for all activities conducted within the plant premises. For high risk activities, Job Safety Analysis (JSA) is also performed. Pre Start-up Safety Review (PSSR) is done before starting of any new project.

Regular audits, including flash audits (Permit to Work audit), are carried out by the safety committee team members within the plant area. Internal audits, conducted by auditors certified on ISO 45001:2018, proactively assess risks and ensure appropriate actions are taken.



c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

YES, PCBL has implemented Learning Events (LE) system for all its employees to report any unsafe conditions, unsafe acts, and near misses.

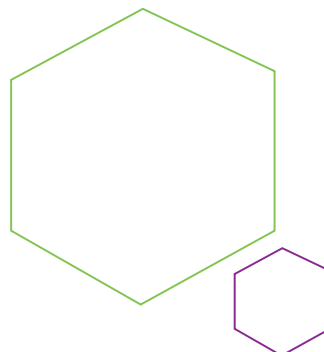
The objective of LE reporting system is to identify the hazards associated with the respective jobs and take proactive actions to eliminate or control them, ensuring a safe workplace for the employees and workers.



d. Do the employees/ worker of the Company have access to non-occupational medical and healthcare services?

All the employees and workers can access the Occupational Health Centre (OHC) at plants/sites for any non-occupational medical and healthcare services.

A group medical coverage insurance is provided to the employees. Also, the Company has signed MOU with the nearby hospitals to handle any medical emergency.



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



Employees



Workers

Safety Incident/Number	Category *	FY 2023-24 Current Financial Year	FY 2022- 23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)		0	0
		0	0.71
Total recordable work-related injuries (First-Aid injuries)		7	0
		36	41
No. of fatalities		0	0
		0	0
High consequence work-related injury or ill-health (excluding fatalities) (Lost Time Injuries)		0	0
		0	2

* including the contract workforce

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

The Company has established a Safety Committee across all its plants consisting of Unit Head as the Chairperson, Safety Head (Secretary), all department heads and contract worker representatives. The committee reviews the safety performance at the plant level based on which necessary actions are initiated with approval from management.

Workers are also members of the safety committee, wherein they can put forward their thoughts related to the safety matters. The collective participation allows the employees and workers to discuss the related matters with management and take necessary decisions. Moreover, the legal team ensures compliance with all the applicable laws, regulations governing health & safety parameters.

The Company provides proper training to employees on occupational health and safety topics like working in confined spaces, work at height, Lock Out Tag Out (LOTO), Forklift Operations, Material Handling, Behaviour-Based Safety (BBS), use of personal protective equipment, general safety awareness. Medical Check-up of all Employees and contract workmen is conducted every year and necessary

preventive actions are taken. The OHC centre is available at the plant premises to provide immediate medical assistance for workers and employees. The regular safety inspections are conducted in the plant to check the unsafe conditions & acts. The emergency preparedness is ensured in the plant through conducting the mock drills and creating the awareness among the employees and workers. To execute the work safely, a Daily Management Team (Cross functional Team) has been formed to discuss on the job safety and permit system for the next day's jobs. The planned jobs stating the precautions and safety measures that are to be taken are documented and shared with all the concerned persons on daily basis. The Company has certified first aid providers at Plant level who are competent enough to give first aid treatment in case of any incident.

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

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

14. Assessments for the year:

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



Health and safety practices

100%

(ISO 45001:2018 audit by IR class done)



Working Conditions

100%

(WASH audit by IR Class done)

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.

Safety training KIOSK are available round the clock at the manufacturing plants, allowing employees to access essential safety information at any time, demonstrating safety induction training videos to new employees, contractor workmen and visitors and generating gate pass for new employees & visitors.

PCBL has developed the Contractor Safety Management system in which all contractors are counselled for safety work approach by reviewing their work practices and guiding them to follow best safety practices. To improve the awareness Safety suggestion box installed at plant locations seeking suggestions from all concerned on the opportunities for improvement.

Leadership Indicators



1. Does the Company extend any life insurance or any compensatory package in the event of death of (A) Employees (B) Workers?

Yes, the Company has a Term Life Insurance Policy in place covering all its Employees and Workers in the event of their death.

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

PCBL closely tracks and monitors whether statutory dues deducted/collected by its value chain partners have been deposited properly and timely with government and credit of same is flowing to PCBL.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	Nil			
Workers				

4. Does the Company provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

PCBL currently does not offer any such programmes.

5. Details on assessment of value chain partners:



Health and safety practices

% of value chain partners (by value of business done with such partners) that were assessed

94% value chain partners (by value of business done with such partners) were assessed by using structured questionnaire which includes ESG parameters along with QMS, EMS and OHSMS.

PCBL regulates the practices of its suppliers by encouraging them to adhere to applicable laws & regulations in respective areas of operation. They also have a sustainable procurement policy, human rights policy, and supplier code of conduct to ensure all suppliers are aligned to the Company's principles of fair business practices, compliance to environmental laws and industry standards, and prohibition of any kind of child labour. PCBL encourages them to have their own policies and processes in place, ensuring an ethical and sustainable supply chain. All its suppliers are regularly audited against these parameters to find deviations, if any.



Working Conditions

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not applicable. No significant risks/ concerns were observed from assessments of selected suppliers with respect to health and safety practices and working conditions.

PRINCIPLE 4**Businesses should respect the interests of and be responsive to all its stakeholders****Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the Company.**




PCBL recognises the role of stakeholder partnerships in company's sustainability as reflected in the vision statement. Key stakeholders, affected most by the Company's business are identified based on their involvement in making strategic decisions, minimising risk, providing resources, running the operations smoothly, helping the organisation to reach its goals and in growing the business. We are committed to engaging openly and authentically with our stakeholders to enhance co-operation and mutual support for a sustainable relationship.




Following steps are followed to identify and prioritise the key stakeholders.

- a. Understanding and identifying key stakeholders; whether general key stakeholders and key stakeholders for particular project.
- b. Determining their impact on Business (Direct or Indirect)
- c. Knowing their needs in relation to the business
- d. Prioritisation of the list based on evaluation of the stakeholders on the list, determination of which stakeholders affect most the business as well as who are affected most by the business



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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
 <p>Employees</p>	No	<ul style="list-style-type: none"> • People Connect Series • Sampark Live-PCBL Townhall • Certified General Management Programme • EMBARK PCBLite • Leena AI chatbot 	<ul style="list-style-type: none"> • Sampark Live- (Quarterly) • Townhall (Monthly) 	<ul style="list-style-type: none"> • Employee welfare • Strategic direction and Performance • Transparent communication • Diversity and inclusion • Career growth and progression • Learning and development opportunities • Regular engagement • Health, safety and environmental standards • Effective grievance mechanisms
 <p>Supply chain partners</p>	No	<ul style="list-style-type: none"> • Meetings and workshops • Regular compliance and risk assessments • Discussions 	Annually	<ul style="list-style-type: none"> • Local procurement and resource support • Responsible sourcing along the supply chain Quality and service • Timely payments • Sustainability of the business and associated risks • Statutory and legal compliances • Health and safety needs • Environmental and social issues • Rationalising costs
 <p>Customers</p>	No	<ul style="list-style-type: none"> • Regular interactions • Regular digital customer interface • Collaboration on product innovation • Customer and industry events and exhibitions • Regular customer satisfaction surveys 	Quarterly	<ul style="list-style-type: none"> • Customised grades of carbon black to meet specific requirements • Sustainable packaging • Product innovation • Quality and service • Responsible sourcing along the supply chain

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
 <p>Government and regulatory authorities</p>	No	<ul style="list-style-type: none"> Annual report and regulatory filings Meeting on government directives and policy development Facility Inspection Regular meetings 	Regularly	<ul style="list-style-type: none"> Adherence to national and international regulations Good governance practices Community engagement Regulatory compliance Ethical business conduct Environmental stewardship Maintaining safety Project approvals
 <p>Communities</p>	Yes	<ul style="list-style-type: none"> CSR initiatives Meetings 	Continuous process. Meetings (Quarterly)	<ul style="list-style-type: none"> Need-based interventions across focus areas: education, health and sanitation, community development, environment sustainability
 <p>Shareholders, investors and lenders</p>	No	<ul style="list-style-type: none"> Events, including annual general meeting, results presentations, investors' calls and conferences and earnings calls One-on-one interactions 	Quarterly	<ul style="list-style-type: none"> Financial performance Annual performance, progress plans and new projects Change in governance structure Long-term sustainability strategy Update on business directions Loan covenants Banking facilities Credit ratings

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

PCBL conducts a need assessment to identify disadvantaged, vulnerable and marginalised communities and then actively involves and supports these communities through its Corporate Social Responsibility initiatives and activities. We ensure to defend their rights, interests, natural and cultural resources as well as give them resources to participate and benefit from development. We recognise the importance of gaining access to robust and quality medical services, especially for the economically marginalised and vulnerable populations. Medical care to the disadvantaged sections of the society, facilitating and imparting education among the under privileged students, contribution towards girls toilet and upliftment of underprivileged persons and students are some of the highlights of initiatives taken by us.

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.

PCBL actively engages with stakeholders to understand their expectations and gather insights for identifying focus areas in environmental, social, and governance (ESG) interventions. The Company incorporates stakeholders' views and suggestions into its business strategies and addresses their concerns to strengthen internal systems. The responsibility for sustainability discussions lies with the board-level CSR Committee and Sustainability and Risk Management Committee. Consultations occur through various functions connecting with different stakeholder groups, and feedback is presented quarterly at Business Review Board meetings attended by the Chairman and leadership team. Decisions are then communicated to stakeholders through relevant functions.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the Company.

PCBL maintains regular engagement with a wide range of stakeholders, including investors, shareholders, lenders, suppliers, business partners, the community, employees, and customers. The Company provides essential data and insights to global investors through regular investor presentations, enabling them to make informed decisions. A formal stakeholder engagement process involves direct and detailed consultations with various stakeholder groups to identify critical issues that require immediate attention. Inputs received through stakeholder consultations are presented to the board-level Management Committee to integrate relevant inputs in developing strategies, policies, and goals related to economic, environmental, and social aspects.

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

PCBL conducts a need assessment to identify disadvantaged, vulnerable, and marginalised communities, and then actively involves and supports these communities through its Corporate Social Responsibility initiatives and activities.

The Company strives to enhance the well-being of marginalised and vulnerable communities through its Corporate Social Responsibility efforts, which includes:

- Civil work and development of nearby village
- Community shed constructions and development of the surrounding slum areas
- Contribution towards upliftment of underprivileged persons and students
- Distribution of food packets in the villages impacted caused by flood
- The distribution of food packets was carried out in the villages affected by the flood
- providing education and raising awareness among students from underprivileged backgrounds
- Imparting education and spreading awareness among the underprivileged students

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 Company:

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)



Employees

Permanent	1003	1003	100%	894	894	100%
Other than Permanent	0	-	-	0	-	-
Total Employees	1003	1003	100%	894	894	100%



Workers

Permanent	272	272	100%	284	284	100%
Other Permanent	745	745	100%	677	677	100%
Total Workers	1017	1017	100%	961	961	100%

2. Details of minimum wages paid to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)



Employees

Permanent	1003	Nil		1003	100%	894	Nil		894	100%
Male	944			944	100%	843			843	100%
Female	59			59	100%	51			51	100%
Other than Permanent	Nil									
Male										
Female										

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)



Workers

Permanent	272	Nil	272	100%	284	Nil	284	100%
Male	272		272	100%	283		283	100%
Female	-		-	-	1		1	100%
Other than Permanent	745		745	100%	677		677	100%
Male	730		730	100%	663		663	100%
Female	15		15	100%	14		14	100%

3. Details of remuneration/salary/wages paid:

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)- Total salary	9	34,75,77,430	2	38,60,000
 Key Managerial Personnel- Total Salary*	2	3,96,16,810	0	-
 Employees other than BOD and KMP- median remuneration	944	8,01,744	59	9,04,393
 Workers-median remuneration	272	4,73,000	0	-

* includes KMP other than Managing Director

b) Gross wages paid to females as % of total wages paid by the Company :

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	4.8%	4.7%

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, Human Resource department headed by Chief HR is responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

PCBL has a mechanism in place to receive and address grievances from all its stakeholders including shareholders/investors, regulators, customers, employees, and communities. Any stakeholder having grievance related to human rights issue can raise it through the existing forums.



Employees



Employees: Leena AI chatbot converses with employees based on a defined set of questions designed to measure the pulse of the teams and define their engagement level, while identifying the gaps. Senior management reaches out to individuals based on the chatbot conversations to address and resolve problems. Quarterly 'Sampark' is also held to connect employees with the senior management team in which grievances are addressed. The adequacy of the grievance mechanisms is regularly reviewed to ensure their effectiveness in addressing employee concerns.



Community



To address community grievances, PCBL conducts quarterly meetings with local community representatives. During these meetings, all grievances are recorded and appropriate corrective actions are taken as required. In cases where complaints have been registered with local statutory bodies, representatives from PCBL visit the plant to inspect and verify any non-conformities. If complaints are found to be unsubstantiated, they are withdrawn, but if valid, corrective measures are implemented.



**Government/
regulatory
authorities**



PCBL engages with government and regulatory authorities to share its intentions, understand concerns and priorities, and work towards mutually beneficial solutions. The Company diligently complies with all applicable regulations in its operating locations and regularly evaluates its performance. Engagements with government officials include annual reports, regulatory filings, meetings on directives and policy development, and regular facility inspections.



**Labour/
contractors**



All the grievances of labours are addressed in charter of demand/ long term settlement for five years and contractors sign on it. In addition, plant purchase team meet with contractors regularly in which complaints, if any, are captured and resolved with the help of local IR-Admin



Investors/ lenders

PCBL's Stakeholders' Relationship Committee specifically focuses on addressing the interests of shareholders, debenture holders, and other security holders. The committee resolves grievances related to share transfers, non-receipt of reports or dividends, issues of new or duplicate certificates, and general meetings. It also reviews measures to facilitate shareholders' exercise of voting rights and adherence to service standards provided by the Registrar & Share Transfer Agent. PCBL takes initiatives to reduce unclaimed dividends and ensure timely receipt of dividend warrants, annual reports, and statutory notices by shareholders.

The Company has a User ID and Password in place for logging into the SEBI Complaints Redressal System – 'SCORES' as well as the 'SMART ODR' Portal for online resolution of disputes in the Indian securities market and the Company can view the complaints which have been lodged by the shareholders. The Company ensures that timely redressals are made against any complaints raised by the shareholders relating to registration of share transfers, issue of new share certificates, sub-division or consolidation of shareholdings etc.



External customer

External customer: Complaints are registered in SAP by regional marketing managers and forwarded to coordinator-Customer complaints handling at HO. The coordinator- Customer complaints handling reviews the complaint and forwards to respective plant for Root Cause Analysis (RCA) by cross-functional team and Corrective Action or Preventive Action (CAPA) is taken, if the complaint is acceptable. If there is some issue, it is discussed with the regional marketing manager to resolve the issue. The RCA report along with the CAPA is forwarded to Technical services team through SAP for review and approval. Once the RCA and CAPA is reviewed and approved, the report is forwarded to customers through regional managers and complaint is closed on acceptance of the report by the customer.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Not applicable	Not applicable	Nil	Not applicable	
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

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

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

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

PCBL's Vigil mechanism (Whistle Blower Policy) and POSH (Prevention of Sexual Harassment) policy have provisions for addressing complaints pertaining to discrimination, unethical behaviour, actual or suspected fraud or violation of the code of conduct. All complaints are taken up by the Internal Complaint Committees (ICCs), which are governed under strict confidentiality. There are defined procedures to protect the complainant from any retaliatory actions. The policies have ample provisions that provide adequate safeguards against victimisation of employees and Directors and provide direct access to the Chairperson of the Audit Committee in exceptional cases. An employee can also raise any other grievances to the Ethics Committee of the Company. The system is designed to redress the grievance within a defined timeline. The grievances are resolved in a fair and time bound manner maintaining utmost confidentiality. All the pertinent information is maintained by the POSH Committee or Ethics Committee in a secure manner. Moreover, identity of the aggrieved is protected until final investigation is completed.

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

Yes, all the human rights related requirements are explicitly mentioned in the agreements and contracts entered into with the value chain partners and are mentioned in the Human rights policy.

10. Assessments for the year:

We have defined systems for ensuring compliance with regulatory requirements. There is a Code of Conduct for employees and Suppliers' Code of Conduct to ensure conformity with business ethics and human rights requirements. Also, the human rights criteria are screened during vendor onboarding process. In addition, we review compliance with these requirements during contract execution. In all our business units, it is mandatory to check the age proof documents at the time of recruitment to prevent employment of child labour and during the induction session essential business ethics and human rights related aspects are covered for creating awareness among employees.



Child Labour



**Forced/
involuntary
labour**



Sexual Harassment



**Discrimination
at workplace**



Wages



**Others
- please
specify**



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

100%

Note: All the plants and offices have been internally assessed during the year.

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

Not applicable

Leadership Indicators

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

None of the Company's business process required any modification introduced as a result of addressing human rights grievances/complaints. We are 100% compliant with human rights related concerns.

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

Investigation, internal audit and review are conducted to confirm compliance to Human rights policy. Due diligence covers direct operations and supply chain. The human rights policy, formulated in line with internationally recognised frameworks including the Social Accountability 8000 International Standard and its associated international instruments, is applicable to all its value chain partners. The policy covers different components as compliance to labour laws, continuous engagement with stakeholders on human rights and related matters, diversity at workplace, harassment free workplace, and grievance mechanisms. While the policy highlights the key points of what it intends to achieve, it also mentions that HR department shall be reviewing and updating standards on social policies, and for providing guidance and support to all concerned. We also conduct training sessions for our on-roll and off- roll employees across all units and offices. This enables us to create awareness among our workforce about human rights and their associated impacts.

3. Is the premise/office of the Company accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, PCBL offices have infrastructure for easy and equal access for persons with disabilities, including ramps and special toilets.

4. Details on assessment of value chain partners:



% of value chain partners (by value of business done with such partners) that were assessed

94%

Note : Value chain partners have been internally assessed during the year.

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

No issues were observed while assessing above points during second party audit at supplier's end

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	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	872662.68 GJ	830872.33 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	872662.68 GJ	830872.33 GJ
From non-renewable sources		
Total electricity consumption (D) (import)	8769.19 GJ	7084.55 GJ
Total fuel consumption (E)	428.09 GJ	2236.77 GJ
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)		
Total energy consumed (A+B+C+D+E+F)	881859.96GJ	840193.65 GJ
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	155 GJ/INR Crores	143 GJ/INR Crores
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	3534 GJ/INR Crores	3260 GJ/INR Crores
Energy intensity in terms of physical output	1.82 GJ/MT	1.88 GJ/MT
Energy intensity (optional) – the relevant metric may be selected by the entity.		

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

Yes. Independent assurance has been carried out by Indian Register Quality Systems (IRQS).

2. Does the Company have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not applicable

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	419645	801290
(ii) Groundwater	1138674	912712.15
(iii) Third party water	1565715	1507848
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3124034.32	3221850.15
Total volume of water consumption (in kilolitres)	3096821	3187061.92
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	546 KL/INR Crores	543 KL/INR Crores
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	12,449 KL/INR Crores	12,380 KL/INR Crores
Water intensity in terms of physical output	6.39 KL/MT	7.13 KL/MT
Water intensity (optional) - the relevant metric may be selected by the Company.		

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

Yes, independent assessment/ evaluation/assurance has been carried out by Indian Register Quality Systems(IRQS).

4. Provide the following details related to water discharged :

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment		
- with treatment – please specify level of treatment		
(ii) To Groundwater	0	0
- No treatment		
- with treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third -parties	0	0
- No treatment		
- with treatment - please specify level of treatment		

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(v) Others	0	0
- No treatment		
- with treatment – please specify level of treatment		
Total water discharged (in kilolitres)	0	0

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

Independent assurance has been carried out by M/s Indian Register Quality Systems (IRQS) an Independent external agency.

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

PCBL has taken significant steps to ensure sustainable water management practices across its manufacturing plants. All plants are zero liquid discharge (ZLD) compliant and equipped with effluent treatment plant (ETP) facilities. Wastewater generated during the manufacturing processes is treated and reused, promoting water conservation within the business.



At the Palej plant, a water treatment plant (WTP) with a capacity of 1,575 kilolitres per day (KLPD), an ETP with a capacity of 250 KLPD, and a sewage treatment plant (STP) with a capacity of 57.5 KLPD have been installed. The recycled water from the STP is utilised for gardening purposes, while the recycled water from the ETP is fed back into the water treatment plant for further reuse in operations.



The Mundra plant features an ETP with a capacity of 268 KLPD, a WTP with a capacity of 2,800 KLPD, and an STP with a capacity of 62 KLPD. To replenish groundwater levels, the plant utilises injection-well technology to recharge filtered rainwater. Monitoring groundwater conditions is facilitated through the installation of piezometers to measure pressure at specific depths.



In Durgapur, the plant operates an ETP with a capacity of 500 KLPD. To minimise blowdown water for the cooling tower, a side stream filter has been installed. Additionally, the plant has improved water efficiency by replacing existing reverse cooling water (RCW) pumps with undersised pumps, reducing water wastage and enhancing overall efficiency.



The Kochi plant has an ETP capacity of 130 KLPD. PCBL has implemented a chlorine dioxide (ClO₂) generator and improved the quality of raw water, resulting in a 10% reduction in total water consumption. The reject water from the ultra-filtration process is reused within the system, further optimising water usage.

6. Please provide details of air emissions (other than GHG emissions) by the Company:

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	mg/Nm ³	19	21
SOx	mg/Nm ³	90.6	78
Particulate matter (PM)	mg/Nm ³	39.1	33.7
Persistent organic pollutants (POP)	Not measured		
Volatile organic compounds (VOC)	Not measured		
Hazardous air pollutants (HAP)	Not measured		
Others – please specify	Not measured		

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

Yes, independent assessment/ evaluation/assurance has been carried out by Indian Register Quality Systems(IRQS).

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	934494	709970
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1732	1688
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		165 tCO ₂ e/INR Crores	121 tCO ₂ e/INR Crores
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)		3762 tCO ₂ e/INR Crores	2759 tCO ₂ e/INR Crores
Total Scope 1 and Scope 2 emission intensity in terms of physical output.			

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity.	tCO ₂ e/MT	1.93	1.59

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

Yes, independent assessment /evaluation/assurance has been carried out by Indian Register Quality Systems (IRQS)



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

PCBL has implemented various initiatives in renewable energy, resulting in a decrease in traditional electricity consumption and a subsequent reduction in greenhouse gas (GHG) emission. In FY 2023-24, PCBL exported 399795 MWh of electricity generated from waste gas through heat recovery to the grid, resulting in the GHG offset of approximately 286253 tCO₂e. The Company conducted a carbon footprint assessment according to ISO 14064-1:2018, ISAE 3410 (GHGs), and GHG protocol during the same fiscal year to analyse energy consumption patterns and develop corresponding mitigation plans. PCBL's efforts include installing a 7 MW power plant at its Kochi manufacturing site, implementing a new reactor design at three plants to enhance quality consistency and decrease CO₂ emissions per tonne of carbon black produced, and introducing Air Preheater (APH) and oil preheater management programmes to improve heat recovery and reduce the carbon footprint. Co-ordination with procurement team was also done to further economise purchase of feedstock and for greater use of local and alternative suppliers.

*Grid Emission factor: 0.716 tCO₂/MWh (CEA User guide ver19, 2023)

9. Provide details related to waste management by the Company:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	268.22	144.55
E-waste (B)	2.47	1.83
Bio-medical waste (C)	0.0068	0.02
Construction and demolition waste (D)	0	0
Battery waste (E)	4.5	2.93
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1832.15	1883.08
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2342.11	1961.68
Total (A+B + C + D + E + F + G + H)	4449.45	3994.07
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.78 MT/INR Crores	0.68 MT/INR Crores
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	17.78 MT/INR Crores	15.50 MT/INR Crores
Waste intensity in terms of physical output	0.0092 MT/MT of Carbon black	0.0089 MT/MT of Carbon black

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Waste intensity (optional) - the relevant metric may be selected by the Company		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		Nil
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	17.62	0
(ii) Landfilling	1714.48	1742.31
(iii) Other disposal operations (through-third-party recyclers)*	2717.34	2127.86
Total	4449.45	3870.17

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, independent assessment /evaluation/assurance has been carried out by Indian Register Quality Systems (IRQS)

As per percentage of waste diversion from landfill, our manufacturing plant at Durgapur is in the Platinum category, Kochi and Mundra are in the Silver category and Palej is in Baseline category.

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

PCBL has a systematic approach to waste management, categorising wastes into hazardous and non-hazardous types and further classifying them by specific categories. The Company ensures proper disposal methods for each type of waste, adhering to guidelines from Pollution Control Boards and regulatory bodies.

- Focussed Improvement Projects (FIPs) are implemented to reduce waste generation at the source, while a centralised scrapyards at plants facilitates proper segregation and disposal of waste.
- A dedicated team oversees scrap management and conducts awareness training for employees.
- Comprehensive waste management standard operating procedures (SOP) have been developed to guide the process. PCBL emphasises employee awareness through virtual and classroom training sessions, educating them on waste generation, disposal, and the impact on health, safety, and the environment. The Company also accounts for wastes sold to third parties. These initiatives demonstrate PCBL's commitment to responsible waste management and environmental sustainability.

11. If the Company 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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.

Not Applicable

12. Details of environmental impact assessments of projects undertaken by the Company 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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Nil

13. Is the Company 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. If not, provide details of all such non-compliances:

The Company is totally 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.

Leadership Indicators

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

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

- (i) Name of the area : Palej and Mundra
- (ii) Nature of operations : Manufacturing of carbon black
- (iii) Water withdrawal, consumption and discharge in the following format :

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	393910
(ii) Ground water	1051345	824856.3
(iii) Third party water	227533	21792
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	1278877.83	1240558.3
Total volume of water consumption (in kilolitres)	1248923	1223466.92
Water intensity per rupee of turnover (Water consumed/turnover)	394 KL/INR Crores	389 KL/INR Crores
Water intensity (optional) - the relevant metric may be selected by the Company	4.61 KL/MT	5.03 KL/MT
Water discharge by destination and level of treatment (in kilolitres)		

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(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)		Nil All the units of PCBL are Zero Liquid (ZLD) Discharge compliant.

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

Yes, independent assessment/evaluation/assurance has been carried out by Indian Register Quality Systems. (IRQS).

2. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)*
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1282095	156887
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/INR	2.26	0.267
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the Company	tCO ₂ e/MT	2.65 [#]	0.35

In FY 2022-23, only four categories of Scope 3 were considered and in FY 2023-24 eleven categories of Scope 3 have been considered.

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

Yes, independent assessment/evaluation/assurance has been carried out by Indian Register Quality Systems. (IRQS).

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 Company on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

4. If the Company 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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Infrastructure: Green power generation by utilising waste gas produced in manufacturing process	Green power is produced in our co-generation power plants by utilising waste gas(Tail gas) generated during carbon black manufacturing process. Electricity thus produced is exported to the local grid after meeting our own power requirements.	By doing so, we offset the GHG emissions that would have been caused by using fossil fuels to produce the same amount of electricity.
2	Operations: Flame profiling of reactors	Testo flue gas analyzer (FGA) is used to analyze the oxygen and carbon dioxide at different points from one end to another end along the diameter of the reactor to ensure the flame is along the axis of the reactor	Better combustion efficiency and higher refractory life and reducing consumption of natural resources
3	Operations: Improving efficiency of curing station of refractory	Modification of curing station to facilitate curing of four refractory shells of reactors instead of two at a time	Reduction in Coal Bed Methane(CBM) consumption and reducing consumption of natural resources
4	Technology: Increasing the atomizing pressure of Supporting feedstock while injecting in reactor.	Installation of high pressure SFS pump	Yield improvement and GHG reduction
5	Infrastructure: Rain water harvesting	Installation of rain water harvesting system	Reduction in raw water consumption and reducing consumption of natural resources
6	Infrastructure: Steam condensate recovery for water management	Installation of steam condensate recovery system	Reduction in raw water consumption and reducing consumption of natural resources
7	Technology:Improving efficiency of filter bags	Installation of PTFE coated filter bags	Reduction in Particulate Matter (PM) emissions and reducing impact on environment
8	Technology: Improving efficiency of heat exchangers (Air Pre-heaters)	Replacement of old Air Pre-heaters(APH) with more efficient new Air Pre-heaters	Yield improvement and GHG reduction
9	Technology: Improvement of atomization efficiency	Introduction of mechanical atomization instead of steam/air atomization	Yield improvement and GHG reduction
10	Technology: Improvement of bag filter pulsing efficiency	Replacement of old bag filter pulsing valve with new one	Enhancement in the performance and life of bag filter and reducing impact on environment

5. Does the Company have a business continuity and disaster management plan?

PCBL has On-Site Emergency Plans/Disaster Management Plans for all its operational sites. These plans identify potential natural or man-made disasters, associated risks, and necessary precautions and actions. These plans cover emergencies such as fire, explosions, toxic releases, and natural calamities. The plans include contact details and emergency response team members. Roles and responsibilities are clearly defined and communicated to employees. Mock drills are conducted periodically to assess preparedness and enable faster response in case of incidents, minimising human and asset losses. Debriefing sessions are held to identify areas for improvement. These plans ensure proactive measures are in place to mitigate risks and enhance overall response capability.

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

PCBL recognises that its value chain can have negative environmental effects, including increased GHG emissions, air and water pollution, solid waste generation, and high energy consumption. To address these concerns, the Company has implemented a procurement process that integrates ethical, environmental, and social considerations. PCBL actively collaborates with its suppliers and customers to raise awareness about environmental and social issues and encourages the adoption of sustainable practices.

The Company takes specific actions to reduce greenhouse gas emissions, pollutants, and water consumption within the entity and across its value chain, while promoting the use of renewable energy sources.

The Company has identified eleven categories of scope-3 GHG emissions that are relevant to the Company's operations and has included them in the Company's GHG inventory of FY 2023-24. The Company, thus, continues to take substantial measures to reduce its GHG emissions across its value chain.

PCBL also conducts second party audits to ensure suppliers adhere to the principles of sustainable practices. PCBL also advocates for the use of substitutes for hazardous materials and emphasises proper waste management practices. Efforts are made to minimise waste sent to landfills and explore alternative disposal methods. Digital processes are encouraged to reduce paper usage and streamline operations.

Additionally, PCBL promotes optimised packaging materials and loadability to minimise environmental impact. The Company implements coastal movement of materials to decrease greenhouse gas emissions from road transportation. Furthermore, PCBL engages with major raw material suppliers and supports the growth of small and medium-sized local businesses in the carbon black industry. These initiatives demonstrate PCBL's dedication to responsible and sustainable practices across its value chain.

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

During FY 2023-24, 94% of our total suppliers (by value) of PCBL were assessed.

PRINCIPLE 7

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

Essential Indicators

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

During the year, PCBL had active affiliations with 8 such trade and industry chambers/associations.

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

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Chamber of Commerce (ICC)	National
2	Federation of Indian Chambers of Commerce & Industry (FICCI)	
3	Confederation of Indian Industry (CII)	
4	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	
5	All India Management Association (AIMA)	
6	Federation of Indian Export Organisations (FIEO)	
7	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (CHEMEXCIL) [arrange these organisations]	
8	Bengal Chamber of Commerce and Industry (BCC&I)	



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

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

The Company has not engaged in any anti-competitive conduct.

Leadership Indicators

1. Details of public policy positions advocated by the Company:

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
No such positions advocated					

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company based on applicable laws, in the current financial year.
Not applicable.
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your Company:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable						

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

PCBL's CSR Committee at the Board level oversees CSR activities, along with the corporate CSR team. Plant-level CSR teams handle stakeholder grievances and engage with the community directly or through implementing agencies. Grievances received are communicated to the CSR team and discussed with the board-level committee in quarterly meetings. Resolutions are then conveyed back to the community members or their representatives.

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

		FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	>	5.41%	4.94%
Directly from within India	>	24.22%	13%

6. 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 :

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	49.9%	50.1%
Semi- urban	9.9%	9.9%
Urban	40.2%	40%
Metropolitan	0	0

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

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):

Not applicable.

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

	State		Aspirational District		Amount spent (In INR)
1.	Gujarat	>	Kutch, Bharuch	>	10.01 crores*
2.	West Bengal	>	Kolkata, Burdwan	>	
3.	Kerala	>	Ernakulum	>	
	Total				

* For further details, please refer to 'Annexure - C' to the Board's Report - Report on Corporate Social Responsibility (CSR) activities.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups?

PCBL recognises the importance of small and medium-sized suppliers (SME) and has implemented mechanisms and policies to support their growth. SME in the carbon black industry face challenges due to limited infrastructure and capabilities. To address this, PCBL has established a strategic development roadmap for local manufacturing, specifically for packaging, machineries, and spares. The Company now procures paper bags locally for automatic packaging machines instead of importing them. They have also developed local manufacturers for various machineries and spares through knowledge sharing and technology transfer. The goal is to meet international standards and reduce dependence on imports. PCBL is actively working on developing APH locally, a crucial equipment in the carbon black manufacturing process. These initiatives contribute to the growth and development of local suppliers while ensuring quality and reliability in the supply chain.

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

Not applicable

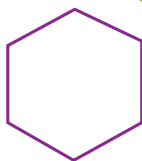
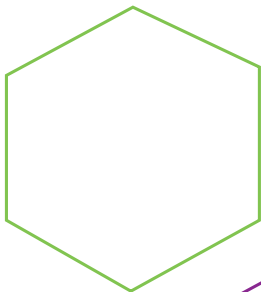
5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not applicable

6. Details of beneficiaries of CSR Projects:

CSR Project		No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Facilitating and Imparting Education among the underprivileged students	79,000+	100%
2	Contribution towards athletic tournament		
3	Providing sewing machines to the ladies of the un-organised sector thereby helping in and facilitating the upliftment of the disadvantaged sections of the society		
4	Civil work and Development of the surrounding village areas in and around the Plant		
5	Imparting education and spreading awareness among the underprivileged students		
6	Medical care to the disadvantaged sections of the society		
7	Contribution towards girls toilet and upliftment of underprivileged persons and students		
8	Contribution towards drinking water projects		
9	Contribution towards development of school infrastructure project and electrification of the surrounding areas thereby facilitating development of the surrounding village areas		
10	Contribution towards financial aid and assistance for the development of the underprivileged sections of the society		
11	Contribution towards cow fodder and developing green belt outside the plant premises and the surrounding village areas		

CSR Project		No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
12	Contribution towards stitching of uniforms, arrangement of polio etc. thereby facilitating and improving the underprivileged sections of the society	79,000+	100%
13	Contribution towards financial aid and assisting the underprivileged sections of the society during the cyclone.		
14	Contribution towards ration kit during the time of flood relief		
15	Contribution towards renovation of high school and contribution toward construction of fire station in the surrounding village areas		
16	Contribution towards the construction and development of roads and toilet blocks thereby facilitating and helping in the development of the surrounding village		
17	Promotion of Sports for children		



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 logged in the SAP system with relevant details by regional marketing manager and forwarded to the coordinator-customer complaints handling. On acceptance of the complaint after review, the complaint is forwarded to manufacturing plant for RCA and CAPA. Immediate containment actions are taken, if applicable and informed to customer. Root cause analysis is conducted by a Cross Functional Team (CFT), and an action plan is sent for approval. The RCA/CAPA report is reviewed by the coordinator-customer complaint handling. On acceptance of the RCA and CAPA report, it is closed in SAP and a system-generated email with the RCA report is sent to the marketing team for customer submission. Timely resolution is targeted within 15 days, and feedback is collected post-resolution to address customer concerns and improve satisfaction.

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

As a percentage to total turnover

Environmental and social parameters relevant to the product	>	100%
Safe and responsible usage	>	100%
Recycling and/or safe disposal	>	100%

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

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil		No Complaint received	Nil		No Complaint received
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Others	23			19	0	

* Reported customer complaints are related to product processing and application

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

There were no product recalls during the reporting year.

	Number	Reasons for recall
Voluntary recalls		None
Forced recalls		None



5. Does the Company have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

All sites of PCBL are certified with ISO 27001:2022 on Information Security Management Systems (ISMS). PCBL has implemented an End User Mobility & Data Security Policy available on their internal Employee Portal. They follow ISMS guidelines and utilise the SAP Document Management System to store critical documents securely. The Sapphire IMS platform is used for IT incident logging and asset management, improving support and governance. They have successfully completed a SAP DR Drill in Amazon Singapore Server, enhancing IT team confidence in data security and availability during disasters, while saving costs. The initiatives ensure data confidentiality, integrity, availability, and efficient IT management.

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 issue and incident has been reported during the reporting period.

Leadership Indicators

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

The product related information can be accessed at Company's website at -<https://www.pcblltd.com>

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

Safety Data Sheet (SDS) containing all the relevant information is available on Safety Data Sheet (SDS) - PCBL Limited (pcblltd.com) and also communicated to customers separately.

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

The information related to any risk of disruption/discontinuation of essential services is communicated to consumers through e-mails.

4. Does the Company display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief. Did your Company carry out any survey with regard to consumer satisfaction relating to the major products/services of the Company, significant locations of operation of the Company as a whole?

PCBL places a high priority on customer satisfaction and goes the extra mile to provide additional product information. They issue Certificates of Analysis (COA) to customers, capturing details of material quality and manufacturing information. The product packaging includes essential information such as grade, manufacturing unit, quantity, date of manufacturing, batch number, bag number, company name, and handling instructions.

To ensure customer engagement and address queries or concerns, PCBL conducts virtual meetings using platforms like Microsoft Teams, Google Meet, and Zoom. They also make courtesy visits to customers and channel partners, attend trade shows, conferences, and maintain regular telephonic discussions. Major customers in the international market are visited quarterly, while tyre customers are visited weekly, non-tyre customers monthly or bi-monthly, and retail customers every 3 to 6 months.

PCBL has established a robust complaint handling system and customer-specific requirement management system through SAP. They utilise assigned web portals to effectively address and mitigate customer grievances, risks, and disagreements. Regular participation in market-specific trade shows and national and international conferences further strengthens their customer engagement efforts.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

None

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

None

For and on behalf of the Board of Directors

Dr. Sanjiv Goenka

Chairman

(DIN 00074796)

Place: Kolkata

Date: 23 May, 2024



Indian Register Quality Systems



Independent Assurance Statement

PCBL Limited Assurance Statement on Business Responsibility & Sustainability Reporting (BRSR) of PCBL Limited

For
Reporting Period:

April 01, 2023 – March 31, 2024

Assurance Statement No.: IRQS / 244200834



Indian Register Quality Systems (A Division of IRCLASS Systems and Solutions Private Limited)
Head Office: 52A, Adi Shankaracharya Marg, Opp. Powai Lake, Powai, Mumbai - 400 072, India. Phone No.: +91 22 71199800 Fax: +91 22 71199826
Website: www.irqs.co.in, www.irclass.org CIN: U74120MH2014PTC254091



Independent Assurance Statement

Introduction and Objective of Work

INDIAN REGISTER QUALITY SYSTEMS (IRQS) has been engaged by PCBL Limited (hereinafter referred to as "PCBL" or "the company") to conduct an independent assurance of the sustainability parameters in its Business Responsibility and Sustainability Reporting (hereinafter abbreviated as "BRSR") which is part of its annual report for the reporting period from 01.04.2023 to 31.03.2024. This assurance statement applies to the related information included within the scope of work described below.

The selection of reporting criteria, reporting period, reporting boundary, monitoring, and measurement of data, preparation, and presentation of information for the BRSR is the sole responsibility of the management of "PCBL". Indian Register Quality Systems (IRQS) was not involved in the drafting or preparation of the backup data of "PCBL" for the BRSR. Our sole responsibility was to provide independent assurance on its content.

Intended User

The assurance statement is made solely for "PCBL and its stakeholders" as per the governing contractual terms and conditions of the assurance engagement contract between "PCBL" and "Indian Register Quality Systems (IRQS)". To the extent that the law permits, we owe no responsibility and do not accept any liability to any party other than "PCBL" for the work we have performed for this assurance report or our conclusions stated in the paragraph below.

Scope of Work

- Checking that the data and information included in the report for the reporting period from 01.04.2023 to 31.03.2024 was fairly presented without material misrepresentation.
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyze, and review the information reported.

Reporting Criteria

Reporting Framework is based on Business Responsibility and Sustainability Reporting including Annexure I - Format of BRSR Core and Updated BRSR Annexure II.

The assurance includes verification of the data and information on selected material BRSR Core topics reported at the following at PCBL:

- Green-house gas (GHG) footprint
- Water footprint
- Energy footprint
- Embracing circularity - details related to waste management by the entity
- Enhancing Employee Wellbeing and Safety
- Enabling Gender Diversity in Business
- Enabling Inclusive Development
- Fairness in Engaging with Customers and Suppliers
- Open-ness of business

Page 2 of 8

Continuation Sheet



Independent Assurance Statement

Sr. No.	Attribute	Parameter
1	Green-house gas (GHG) footprint	Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)
	<i>Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard</i>	Total Scope 2 emissions (Break-up of the GHG (CO ₂ e) into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)
		Total Scope 1 and Scope 2 emission intensity in terms of physical output.
		Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity.
2	Water footprint	Total water consumption
		Water consumption intensity
		Water Discharge by destination and levels of treatment
		Water withdrawal by source (in kilolitres)
		(i) Surface water
		(ii) Groundwater
		(iii) Third party water
		(iv) Seawater / desalinated water
		(v) Others
		Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)
		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
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		
(Total water consumption / Revenue from operations adjusted for PPP)		
Water intensity in terms of physical output		
3	Energy footprint	Total energy consumed
		% of energy consumed from renewable sources
		Energy intensity
		Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)
		Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)
		Energy intensity in terms of physical output



Indian Register Quality Systems



Independent Assurance Statement

Sr. No.	Attribute	Parameter
		Energy intensity (optional) – the relevant metric may be selected by the entity.
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) Radioactive waste (F) 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 Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) Waste intensity in terms of physical output Waste intensity (optional)- the relevant metric may be selected by the Company Is below mentioned bifurcation to be mentioned here? Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) Waste intensity in terms of physical output Waste intensity (optional)- the relevant metric may be selected by the Company 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
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being 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)
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid Complaints on POSH
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – <i>Directly sourced from MSMEs/ small producers and from within India</i>



Independent Assurance Statement

Sr. No.	Attribute	Parameter
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent / on contract) as % of total wage cost
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
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties

Assurance Standards Used

Indian Register Quality Systems (IRQS) conducted Limited assurance for the FY 2023-24 Sustainability Report in accordance with the BRSR framework as per SEBI's requirements.

Scope, Boundary, and Limitations of Assurance

The scope of assurance involves the sustainability performance of non-financial disclosures (General and Topic Specific as mentioned below) of the following operations in India for the period 1st April 2023 to 31st March 2024 based on with BRSR framework as per SEBI's requirements.

Office Address

1. 31, Netaji Subhas Road, Kolkata – 700 001, West Bengal, India
2. RPSG House, 4th Floor, 2/4 Judges Court Road, Kolkata – 700 027, West Bengal, India
3. Level 5, Prestige Palladium Bayan, No. 129, Greams Road, Chennai – 600 006, Tamil Nadu, India
4. 315, Third Floor, MGF Metropolis, M.G. Road, Gurgaon – 122 002, Haryana, India
5. Zenia Building, Hiranandani Circle, Hiranandani Business Park, Thane West, Mumbai – 400607, Maharashtra, India

Plant Address:

1. 27, R N Mukherjee Road, Dist: Paschim Burdwan, Durgapur – 713 201, West Bengal, India
2. Brahmapuram, Karimugal, Kochi – 682 303, Kerala, India
3. Survey No. 47, SH- 46, Mokha, Mundra – 370 421, Gujarat, India
4. National Highway No. 8, Palej – 392 220, Gujarat, India

The review of the sustainability performance of non-financial disclosures is limited to the above-mentioned operations of PCBL only. A separate verification checklist was also utilized during the assessment. As such, further backup evidence of the reported data was made available.

Indian Register Quality Systems (IRQS) has validated the quantification methodology used by "PCBL" for the monitoring and calculations of the sustainability parameters from its different sources and confirms the same to be in line with the accepted practice of standard BRSR requirements.



Independent Assurance Statement

Our work was conducted against the requirements defined in the National Guidelines for Responsible Business Conduct (NGRBC), AA1000 along with the requirements of ISAE 3000 Assurance standard and Indian Register Quality Systems (IRQS)' standard procedures and guidelines for external assurance of sustainability information, based on current best practice in independent assurance. The Indian Register Quality Systems (IRQS) assurance process has also involved an Independent Technical Review (ITR) to check for the correctness and accuracy of the assurance conclusions as well as adherence to Indian Register Quality Systems (IRQS)' internal procedures and/or assurance standard requirements.

Limitations and Exclusions

The assurance is limited to the above-mentioned scope of work and excludes the information relating to:

- Data related to the Company's financial performance disclosures.
- Activities and practices followed outside the defined assurance period stated hereinabove.
- Positional statements, expressions of opinion, belief, aim, or future intention by "PCBL" and statements of future commitment.
- The assurance does not extend to the activities and operations of "PCBL" outside of the scope and geographical boundaries mentioned in the report as well as the operations undertaken by any other entity that may be associated with or have a business relationship with "PCBL".
- Compliance with any Environmental, Social, and legal issues related to the regulatory authority.
- Any of the statements related to company aspect or reputation.

Methodology Adopted for Assurance

Indian Register Quality Systems (IRQS)'s sustainability assurance process involves specified procedures to obtain evidence regarding the accuracy and reliability of the data provided related to general and topic-specific standard disclosures. The nature, timing, and extent of procedures selected depend on the data and evidence provided, including the verification of the associated risks with the material topics of the selected sustainability non-financial disclosures and their relevance for the reporting period. While assessing the associated risks, internal strategy is being considered during the preparation of the report to design the assurance procedure and validate their appropriateness to the possible extent.

As per the scope of the assurance, sample evidence, information, and explanations that were considered necessary in relation to the assurance scope and accordingly conclusions have been made as mentioned below:

- Assessing that the report is prepared in accordance with the Sustainability Reporting Standards based on BRSR Standards applicable to the operation of PCBL.
- Understanding the appropriateness of various assumptions used for the estimation of data by PCBL.
- Reviewing the Report to ensure that there is no misrepresentation of disclosures as per scope of assurance and findings.
- Review of the level of adherence to the BRSR framework for Limited Assurance of Core parameters, the reporting framework followed by PCBL in preparing the report, and the principles of Materiality, Inclusivity and Responsiveness, and stakeholder engagement framework deployed at PCBL.
- Assessing the systems used for data compilation and reporting on the basis of BRSR Reporting under core parameters in the assurance scope above.
- Verifying systems and procedures used for quantification, collation, and analysis of sustainability performance disclosures included in the Report.

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Independent Assurance Statement

- Discussions with officials at the corporate office and understanding the risks and opportunities from a sustainability perspective including the strategy that PCBL has adopted to address the same.
- Assessing the month-wise data considering the similarity, reliability, and accuracy.
 - Verifying select key performance data through site visits to operational locations and corporate office for:
 - Testing reliability and accuracy of data on a sample basis.
 - Assessing stakeholder engagement process through interactions with relevant internal stakeholders and review of related documentation.
 - Review of the materiality assessment process.
 - Reviewing the processes deployed for collection, compilation, and reporting of sustainability performance disclosures at the corporate and plant level
- Gap assessment of the present Sustainability Reporting at PCBL w.r.t. BRSR Framework and Limited Assurance for Core parameters
- Discussions with stakeholders, review of stakeholder identification, and selection process.
- Review 'the development of a strategy for the organization relative to its material issues and stakeholder issues and concerns, and the execution of that strategy in terms of proper performance measurement, proper target setting, and proper governance and accountability.
- Review of claims and data streams, to determine the level of accuracy of statements in the report, and the reliability of specified sustainability performance – Non-Financial Disclosure Assurance.
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation carried out by PCBL for preparation of the Sustainability report;
- Review of the plans, policies, and practices, pertaining to Environmental, Social, and Governance aspects and commitments to assess and evaluate the adequacy and fairness of BRSR Reporting of the company.
- Ensure that reports provide a balanced and Limited representation of the organization's positive and negative contributions toward the goal of sustainable development
- Classifying observations and findings and issuance of Limited Assurance Statement based on BRSR framework.
- Review (On-site) of sustainability performance non-financial disclosures data has been carried out based on the review of data provided for respective units along with related backup; site visits at PCBL Limited's HO at RPSG House, 2/4 Judges Court Road, Alipore, Kolkata 700027 and operations at Durgapur Palej, Mundra and Kochi in April-May 2024; and discussions with the concerned personnel for PCBL Limited's operations
- Verifying key performance disclosures through the data provided
 - Testing reliability and accuracy of data on a sample basis
 - Reviewing the processes deployed for collection, compilation, and reporting of sustainability performance non-financial disclosures.
 - Gap assessment in the data compilation against each non-financial disclosure and present BRSR framework.
 - Classifying observations and findings and issuance of Assurance Statement.

Conclusions

On the basis of our methodology and the activities described above, it is our opinion that the BRSR for FY 2023-24 of "PCBL", containing its reporting and declaration of the various ESG parameters from the operations within the reporting boundary and the reporting period, as described above, is prepared in all material respects in line with the applicable BRSR criteria here before stated and aligned with "Limited Assurance" criteria in accordance with AA1000 and ISAE 3000 standards.

Independent Assurance Statement

Responsibilities

PCBL Limited is completely responsible for the Report contents, identification of material topics, and data reporting structure. The selection of reporting criteria, reporting period, reporting boundary, monitoring, and measurement of data, preparation, and presentation of information for the report are the sole responsibility of the management of "PCBL". Indian Register Quality Systems (IRQS) was not involved in the drafting or preparation of the report and any other backup data for the reporting period. The responsibility of IRQS was to provide limited independent assurance for the sustainability of non-financial disclosures as described in the scope of assurance.

The said assessment is properly based on the assumption that the data and information provided in the report are proper and without any discrepancy. Indian Register Quality Systems (IRQS) shall not be held liable or responsible for any type of decision a person or entity would make based on this assurance statement. While reading the assurance statement, stakeholders shall recognize and accept the limitations and scope as mentioned above.

Uncertainty

The reliability of assurance is subject to uncertainty(ies) that is inherent in the assurance process. Uncertainties stem from limitations in quantification models used, assumptions, or data conversion factors used or may be present in the estimation of data used to arrive at results. Our conclusions with respect of this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process.

Statement of independence, impartiality, and competence

Indian Register Quality Systems (IRQS) is an independent professional services company that specializes in Quality, Health, Safety, Social, and Environmental Management with almost 30 years of history in providing independent assurance services. Indian Register Quality Systems (IRQS) has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with "PCBL", its Directors, Managers, or officials beyond that required of this assignment. We have conducted this verification independently and there has been no conflict of interest. The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems, and processes an excellent understanding of Indian Register Quality Systems (IRQS) standard methodology for the assurance of Sustainability Report as per BRSR Reporting Standards.

Technical Assessment by : Dr. Anand Hiremath

Authorized Signatory



Shashi Nath Mishra
Senior Vice President



23-May-2024 / Mumbai

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