



Savita Oil Technologies Limited

Registered Office : 66/67, Nariman Bhavan, Nariman Point, Mumbai 400 021, India
Tel. : +91-22 2288 3061-64 / 6624 6200 E-mail : legal@savita.com

30th August, 2025

BSE Limited
Dept. of Corporate Services,
P. J. Towers, Dalal Street,
Mumbai 400 001

National Stock Exchange of India Limited
Listing Department,
Exchange Plaza, Bandra Kurla Complex,
Bandra (East), Mumbai 400 051

Scrip Code: 524667

Symbol: SOTL

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report of the Company
for the Financial Year 2024-25**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2024-25.

Kindly take the same on your record.

Thanking You,

Yours faithfully,
For **Savita Oil Technologies Limited**



Uday C. Rege
Company Secretary & Chief Legal Officer
(Compliance Officer)

Encl.: A/a.

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Company

1.	Corporate Identity Number (CIN) of the Company	L24100MH1961PLC012066
2.	Name of the Company	Savita Oil Technologies Limited
3.	Year of incorporation	1961
4.	Registered office address	66/67, Nariman Bhavan, Nariman Point, Mumbai 400021
5.	Corporate address	66/67, Nariman Bhavan, Nariman Point, Mumbai 400021
6.	E-mail	legal@savita.com
7.	Telephone	022-6624 6200
8.	Website	www.savita.com
9.	Financial year for which reporting is being done	1 st April, 2024 to 31 st March, 2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 1371.20 Lakh
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Uday C. Rege 022-6624 6200 ucrage@savita.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone-Basis Reporting
14.	Name of assurance provider	Not applicable
15.	Type of assurance provider	Not applicable

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Coke and refined petroleum products	99.25

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Petroleum Products	19201	99.25

III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	5	9
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	25*
International (No. of Countries)	Your Company's products are exported to over 75 countries worldwide

*Includes 23 States and 2 Union Territories

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

18%

c. A brief on types of customers

The Company's customers include Industries/Corporates, Original Equipment Manufacturers, Export Customers, Distributors/Channel Partners, Transmission and Distribution Companies, Renewables, etc.

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)
EMPLOYEES						
1.	Permanent (D)	584	536	91.78	48	8.22
2.	Other than Permanent (E)	0	0	0.00	0	0
3.	Total employees (D + E)	584	536	91.78	48	8.22
WORKERS						
4.	Permanent (F)	23	23	100	0	0.00
5.	Other than Permanent (G)	482	480	99.59	2	0.41
6.	Total workers (F + G)	505	503	99.60	2	0.40

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women:

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

22. Turnover rate for permanent employees and workers:

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.50	0.83	14.33	12.39	1.44	13.83	13.43	6.66	12.82
Permanent Workers	0	0	0	0	0	0	0	0	0

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 entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Savita GreenTec Limited	Subsidiary	100%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes
- (ii) Turnover : ₹ 3,78,675.47 Lakh
- (iii) Net worth : ₹ 1,67,550.88 Lakh

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Others	-	0	0	-	0	0	-

26. Overview of the entity’s material responsible business conduct issues

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Resilience and GHG Emissions	Risk	With rapid global warming and increasing carbon emissions, it is essential for your Company to be prepared to tackle climate change. Various stakeholder groups are demanding immediate action and aggressive strategies to address potential risks associated with these environmental changes, leading to potential disruptions in your Company's manufacturing operations.	Your Company is committed towards addressing climate risks and building resilience by reducing its carbon footprint and adopting adaptive measures to ensure stability of its operations. Your Company is continuously measuring and monitoring its carbon footprint (Scope 1 and 2 emissions) and has adopted renewable energy measures. During FY 2024-2025, your Company had extended its estimation beyond its operations by measuring certain categories of scope 3 emissions to develop future strategies for decarbonization.	Negative
2	Cyber Security	Risk	Ensuring cyber security is essential for maintaining trust among stakeholders. The changing regulatory landscape and growing concerns over data privacy are heightening the emphasis on information security.	Your Company is committed at maintaining the highest standards of IT security by implementing robust measures to protect its systems and data, thereby ensuring compliance with regulatory requirements. In addition, your Company undertakes Vulnerability Assessment and Penetration Testing (VAPT) on its IT systems and network infrastructure to protect its business from potential security threats and to create a safe and secure work environment thereby maintaining trust of its customers.	Negative

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	Digital Innovation	Opportunity	Leverage available technology to enhance customer experience, employee productivity and overall transparency in operations.	Your Company has embarked on its initiative on Data Analytics. Using cutting-edge technology like Power BI, your Company is building in-house performance dashboards to monitor sales & supply chain planning. Further, mobile friendly apps are deployed to provide seamless workflow for internal processes including customer and vendor onboarding. Auto notification systems have also been deployed to ensure 100% compliance for all AMCs, licenses and other statutory compliances.	Positive
4	Energy Management	Opportunity	Utilizing renewable energy sources, implementing energy-efficient solutions and decreasing reliance on conventional sources for consumption, helps in significant potential to lower costs and fosters innovation for enduring growth and resilience.	Your Company has been harnessing renewable energy like wind since 1999. During FY 2024-2025, your Company generated a total of 80.40 million units from its 53.1 MW of installed capacity. Your Company has also adopted solar energy in its business operations by installing solar panels on the roofs of its manufacturing units with combined capacity of 865 KWp and plans to scale up further as per the utility guidelines. Further, 25% of your Company's forklift operations have been shifted to electric and your Company remains committed towards replacing all diesel-based forklifts with electric forklifts over the next few years across all its manufacturing sites.	Positive
5	Human Rights	Risk	Human rights are a comprehensive concern for your Company and across its entire supply chain. It also has the potential to impact your Company's reputation and public relations, making them a crucial aspect of business conduct.	Your Company has implemented an ESG Policy highlighting its commitment to Human Rights under Principle 5. Your Company has a redressal mechanism in place to address and mitigate any risks associated with human rights issues. Additionally, your Company has established policies and procedures regarding ethical conduct, equal opportunities, prevention of sexual harassment, child and involuntary labor.	Positive

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)
6	Marketing and Labelling	Risk	Non-compliance with labelling regulations can lead to legal penalties, fines and product recalls. Failure to accurately represent products can also expose your Company to authorities, leading to reputational damage.	Your Company adheres to upholding the highest standards in marketing and labelling practices. Your Company ensures to provide clear, accurate and transparent information about its products, ensuring compliance with all regulations while fostering trust and confidence among its customers and stakeholders. Your Company through its Material Safety Data Sheet (MSDS), provides proper labelling on all its products.	Negative
7	Diversity and Inclusion (D&I)	Opportunity	Recognizing importance of diversity and inclusion within your Company's business, brings new perspectives, varied experiences, innovative ideas, and creative approaches that contribute to sustainable value creation for your Company's stakeholders in the long run.	Your Company remains to be committed to fostering a collaborative, diverse and inclusive work environment, which inspires professionalism, respect for all, and transparency. Your Company also ensures that it recruits, and onboard employees based on their merit and does not tolerate any form of discrimination.	Negative
8	Research and Development (R&D)	Opportunity	Robust R&D enables development of technologically advanced formulations of lubricants that improve engine performance, fuel efficiency and protection. Innovations can include synthetic oils and bio-based lubricants that meet the evolving demands of modern engines.	Your Company's in-house R&D focusses on creating new products and technologies that are environment friendly, biodegradable, and sustainable. Significant emphasis is being placed on developing Ester technologies which are non-toxic & aquatic friendly to replace current mineral based solutions.	Positive

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)
9	Waste Management	Risk	As regulatory constraints on waste disposal become more stringent, it is essential for your Company to implement responsible waste management practices.	Your Company ensures that hazardous waste produced by its operations is managed and disposed off safely and in an environmentally responsible manner as per PCB guidelines. Your Company is registered with CPCB under EPR framework for all applicable categories of plastics. Your Company has also adopted various waste recycling and reduction interventions.	Negative
10	Product Stewardship	Opportunity	The growing demand for safe and sustainable products offers your Company an opportunity to expand its customer base through product stewardship initiatives.	Your Company had commercialized its Synthetic Ester Plant in 2023 and was the first Indian Company to have a synthetic ester plant for lubricants. Synthetic Esters are biodegradable and sustainable as compared to regular base oils. Your Company has also launched Savsol Ester 5, to optimize this technology for Indian Consumers. Your Company has also conducted comprehensive Lifecycle Impact Assessment for selected few products to understand its carbon footprint impact, thereby adopting requisite interventions.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	http://www.savita.com/policies/business-responsibility-policy.php								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001: 2015 - Quality Management System	ISO 14001: 2015 - Environmental Management System	ISO 45001: 2018 - Occupational Health and Safety Management System						
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Your Company began its green transition more than two and a half decades ago by foraying into the wind power sector. In line with its ESG vision, your Company continues to push towards a cleaner future and has formalized its journey towards ESG reporting and monitoring of ESG performance data. Your Company has identified a few qualitative targets across NGBRC principles:</p> <p>a) Principle 1 – Ensuring 100% adherence on employee code of conduct.</p> <p>b) Principle 2 – Aspiring for 100% compliance on supplier code of conduct which includes your Company's ESG commitments across the value chain in the next two years.</p> <p>c) Principle 6 –</p> <ul style="list-style-type: none"> • Monitoring key resource consumption metrics at plant level including power, water, etc. • Expanding ongoing energy-saving measures, including the replacement of conventional lights with LEDs and the phased transition from diesel to battery-operated forklifts. • Implementing rainwater harvesting across manufacturing sites. • Expanding its solar footprint by installing solar panels on the roofs of its manufacturing units in order to reduce dependence on thermal power. <p>Your Company shall disclose its quantifiable targets in the subsequent years ahead.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Your Company is making conscious efforts towards conducting business responsibly and sustainably. Key performance parameters are monitored and evaluated internally. Roadmap with specific goals and targets are under development and your Company shall endeavour to report on the progress against these targets in the subsequent reporting years. Your Company aspires to maximize its solar power generation set-off with thermal power consumption across its manufacturing sites.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>For Savita, sustainability is a choice not an option which is evident from the Company's initiative to venture into the renewable space 26 years back. In line with this vision, your Company is making conscious efforts towards creating a resilient and sustainable future, which has shaped your Company's strategy and decision-making over the years not only through early adoption of renewable energy but also through development of bio-based product portfolios, and a sharp focus on operational eco-efficiency.</p> <p>Last year, your Company had formalised its ESG Policy, establishing a framework for better alignment, accountability, and decision-making. Building on the foundation laid in the previous reporting cycle, this year has been guided by a structured ESG governance framework and informed by the material issues most relevant to your Company's stakeholders. Moreover, risk awareness has remained central to your Company's approach, guided by the Precautionary Principle. Your Company actively monitors environmental risks, including extreme weather events, and continues to implement measures to enhance infrastructure resilience, supply chain stability, and water stewardship. By integrating sustainability into R&D, such as developing ester-based fluids and specialized immersion coolants for emerging applications, your Company aims to reduce its environmental impact while creating market-ready solutions.</p> <p>Your Company also continues to reduce its operational carbon footprint by adopting energy-efficient technologies, optimising water usage, controlling emissions, and engaging its teams in sustainability practices. Transitioning to cleaner energy, including installation of solar systems on factory roofs, supports this direction. That said, your Company's role in combating climate change and fostering a sustainable and resilient future is also reflected through its operation of over 53MW of wind power plants over the last two and a half decades.</p> <p>Your Company also remains committed to uplifting the communities where it operates. Through its sponsored Mid-Day Meal program, your Company helped to serve nutritious meals to approximately 7,867 school children near its two manufacturing facilities in Silvassa.</p> <p>While external uncertainties remain, be it geopolitical tensions, supply chain volatility, or regulatory shifts, your Company remains grounded in the principles of reliability, resilience, and sustainability. Your Company's commitment is to move forward with discipline and intent, creating lasting value for all stakeholders while contributing meaningfully to the environmental and social challenges of time.</p> <p>For more details on your Company's ESG achievements and aspirations, please refer to your Company's Sustainability Report for FY 2024-2025, which will be available at your Company's website.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).	<p>Mr. Gautam N. Mehra Chairman & Managing Director</p>								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details.	<p>Mr. Gautam N. Mehra, Chairman & Managing Director of the Company is responsible for decision making on sustainability relates issues.</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	The BR performance of the Company is assessed by the Board of Directors.									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances										Yes								

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	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 entity does not consider the Principles material to its business (Yes/No)				Not Applicable					
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)				Not Applicable					
The entity does not have the financial or/human and technical resources available for the task (Yes/No)				Not Applicable					
It is planned to be done in the next financial year (Yes/No)				Not Applicable					
Any other reason (please specify)				Not Applicable					

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	1	Familiarization program	100
Key Managerial Personnel			
Employees other than BoD and KMPs	Training and awareness sessions are conducted and provided to the employees and workers at regular intervals.		100
Workers			

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

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine			Nil		
Settlement			Nil		
Compounding fee			Nil		

Non-Monetary				
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			None	
Punishment			None	

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

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

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

Yes, your Company's Anti Corruption and Anti Bribery Policy reflects the commitment of your Company and its Management to conduct business in an honest and ethical manner and a zero tolerance approach towards bribery and corruption and acting professionally, fairly and with integrity in all business dealings and relationships.

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

Particulars	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

During FY 2024-25, there were no instances of fines/penalties/actions taken by regulators/law enforcement agencies/judicial institutions and no cases of corruption and conflicts of interest were reported on your Company.

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

Particulars	FY 2024-25	FY 2023-24
Number of days of accounts payables	69	90

9. Open-ness of business

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	15	13
	b. Number of dealers/distributors to whom sales are made	1668	1625
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	9	10
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0.4	0
	b. Sales (Sales to related parties/Total Sales)	0.1	0
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0	0
	d. Investments (Investments in related parties/Total Investments made)	23	31

PRINCIPLE 2 BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	1.61	0.60	Technologically advanced ester-based products for lubricants, compressor and electric vehicle applications.
Capex	Nil	Nil	NA

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

During the year FY 2023-2024, your Company had developed and implemented Sustainable (Green) Procurement Policy, with an objective to adopt a holistic approach of integrating ESG practices in your Company's value chain to enhance its sustainability performance. Presently, your Company's vendor selection is majorly through tendering process. The terms and conditions of tender are structured for evaluation w.r.t. safety and environmental compliance which are an integral part for the award and online vendor registration process. Supplier mandatorily needs to comply with all safety guidelines and environmental norms prescribed by State/Central Govt., and your Company's Supplier Code of Conduct, which highlights your Company's ESG commitments across the value chain. Before onboarding as value chain partner, it is mandatory to furnish an evaluation questionnaire covering social and environmental standards like ISO 14001.

Your Company undertakes detailed assessments of its suppliers periodically. Your Company audits their eco-friendly processes, documented methods, compliances and certifications obtained like ISO 9001, ISO 14001 and OHS 45001. This enables your Company in managing risks associated with supply chain disruptions and gives your Company a competitive advantage. In the reporting year, your Company conducted such audits for 13 of its major regular suppliers.

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

Around 50% of your Company's domestic procurement (excluding raw materials) is sustainable.

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

(a) Plastics (including packaging) –

Due to contamination of packaging materials, reclaiming and reusing them are not feasible. Hence, your Company does not reclaim and reuse its products from the end-of-life stage. Your Company follows CPCB's EPR (Extended Producer Responsibility) Framework under the Plastic Waste Management Rules, 2016. Going forward, your Company shall ensure the use of recycled plastic in plastic packaging as per the said EPR framework.

(b) E-waste –

Your Company's products do not contribute to generation of electronic waste at end-of-life stage. Your Company does not reclaim any of its products at the end of life.

(c) Hazardous waste –

Your Company does not reclaim any of its products at the end of life.

(d) Other waste –

Not applicable

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

Yes, Extended Producer Responsibility is applicable to your Company's business operations and your Company has registered with CPCB for all the applicable category of plastics. Your Company is in compliance with the requirements of Extended Producer Responsibility under the Plastic Waste Management Rules, 2016 (as amended).

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	536	536	100	536	100	NA	NA	0	0	NA	NA
Female	48	48	100	48	100	48	100	NA	NA	NA	NA
Total	584	584	100	584	100	48	100	0	0	NA	NA

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)
OTHER THAN PERMANENT EMPLOYEES											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	% 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	23	23	100	23	100	NA	NA	0	0	NA	NA
Female	0	0	0	0	0	0	0	NA	NA	NA	NA
Total	23	23	100	23	100	0	0	0	0	NA	NA
OTHER THAN PERMANENT EMPLOYEES											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Particulars	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.05	0.05

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	0	Y	100	0	Y
Gratuity	100	0	Y	100	0	Y
ESI	100	0	Y	100	0	Y

3. Accessibility of workplaces

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, your Company's workplaces are equipped with the necessary accessibility provisions.

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

Your Company provides equal opportunities to its employees/workers in their respective jobs, skill upgradation and does not discriminate based on one's race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age and nationality.

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

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

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.

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, your Company has in place a mechanism wherein the employees/workers can put up their grievances and concerns to the respective unit HR heads. Other mechanisms such as POSH and Whistle Blower are also available.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25			FY 2023-24		
	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	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total Permanent Workers	23	19	82.61	27	21	77.78
Male	23	19	82.61	27	21	77.78
Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Male	536	536	100	536	100	509	509	100	509	100
Female	48	48	100	48	100	48	48	100	48	100
Total	584	584	100	584	100	557	557	100	557	100

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
WORKERS										
Male	23	23	100	23	100	27	27	100	27	100
Female	0	0	0	0	0	0	0	0	0	0
Total	23	23	100	23	100	27	27	100	27	100

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	536	536	100	509	509	100
Female	48	48	100	48	48	100
Total	584	584	100	557	557	100
WORKERS						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

10. Health and safety management system:

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

Yes, your Company has implemented Occupational Health & Safety Management System (ISO 45001:2018) which covers all permanent as well as contract workers/employees. Infact, your Company has integrated Quality, Environment, Health & Safety (QEHS) policy. Your Company's QEHS policy covers continual improvement in its QMS & EMS, Communication of policy & sustainability performance to stakeholders, prevention & mitigation of QEHS impacts to operations, products or business, maintaining zero LTI and Mitigation of EHS risks for all personnel. The entire operations of the plants have been covered under this system.

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

The work related hazards and assessment of risks are identified by using the processes such as, Hazard Identification and Risk Assessment (HIRA), Permit to work system, Behaviour Based Safety system, Safety Inspections, Reporting of unsafe acts/conditions, near misses, incidents, investigation of accidents cases (Root Cause Analysis), safety suggestion drop boxes etc. Further, Risk assessments, Hazop, Safety Audits, Safety Rounds, 5S activities/inspections are carried out on routine basis.

Hazard Identification and Risk assessment (HIRA) is prepared for all the routine activities to identify Work-related Hazards, Job Safety Analysis are being carried out for Non-routine job and for new Projects.

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

Yes, there is a system for reporting Unsafe Acts & Unsafe conditions. The workers report about any work related hazards such as unsafe acts/conditions, near misses, incidents/accidents through EHS rounds and safety suggestion drop boxes etc. Thereafter, necessary acts are done immediately to remove such hazards/risks and subsequently corrective and preventive actions are undertaken accordingly. Even small hazards/risks are eliminated by issuing permits to maintenance and resolving the issues.

Workers even report work related hazards in Unsafe Acts and Conditions Form and Workers Reports Complaints and provide suggestions related to Occupational Health and Safety, in Safety Committee meetings.

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

Yes, the medical officer (MBBS+AFIH) visits the plant according to the schedule and all employees/workers have access to avail the services accordingly. The annual medical check of all the employees/workers is also carried out.

Further, all employees are covered under Company’s health insurance policy.

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

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

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

Some of the measures undertaken by your Company are Safety Audit (External) through competent and approved auditors, Permit to work system, use of PPE’s, Hazard Identification and Risk Assessment, Safety Inspections, Periodic Mock drills, Implementation of on-site emergency plan, Safety induction to new workers/staff/visitors, Fire & Safety training, Implementation of BBS, Calculation of monthly safety Index, Medical examination of employees/workers, Occupational Health center, Periodic inspection Fire extinguishers, Fire hydrant & Fire alarm system, Inspection of pressure vessel and lifting tools through competent persons. Monthly trainings on Environment, Health and Safety are conducted. A Fire Audit and Risk Assessment of the plant was conducted in February 2025 by a qualified vendor. As such no major or minor non-conformities were found, however few improvement points were identified and these were successfully addressed through subsequent mitigation efforts.

There are systems in place for reporting Unsafe Acts & Unsafe conditions, Carrying out safety rounds, Carrying out 5S Audits and Safety Audits by internal as well as external auditors.

Furthermore, your Company’s employees and workers are trained on Health & safety related hazards and control measures. Hazard Identification and Risk assessment is carried out for all the activities and it is ensured that all control measures are in place. Safety Audits and Inspections are carried out on regular intervals to ensure compliance of health and safety requirements. Employees and workers are also trained for Fire Fighting and Emergency response. Your Company is well equipped with latest Safety & Fire Fighting equipments such as Fire Hydrant line routed across all plants connected with dedicated water tanks with a capacity of 100KL, 225KL, 650KL and maintain 7 kg/cm2 pressure with the Jockey pump back up by Electrical and DG pump.

Your Company has well trained Fire Fighting and First aid team available 24/7 hours. Smoke Detectors, Beam Detector & Fire Alarms are installed in the Offices and Fire Extinguishers are placed at various locations in the Offices & Plants. Fall arrestor system has also been installed to prevent fall of person working on top of a tanker.

Moreover, a external safety audit in alignment with IS 14489:2018 was successfully conducted in June 2024 to assess occupational health and safety performance. The fire hydrant pipeline infrastructure was strengthened to enhance emergency preparedness. Fall arrestor systems have been approved by management, and installation of rooftop lifeline systems is underway. For solar panel-equipped rooftops, lifeline systems are already available. Safety cages

and safety nets have been installed at relevant locations to prevent fall-related injuries. A Lockout-Tagout (LOTO) system was been fully implemented to ensure safe maintenance of electrical and mechanical equipment.

An external 5S Gap Analysis Audit was conducted by QCFI (Quality Circle Forum of India) in February 2025, which indicated your Company's continued commitment to workplace organization and productivity enhancements.

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

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% assessment done by National Safety council ISO 45001:2018 audit conducted by certification body Pyramid
Working Conditions	

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

No such Incidents/Accidents had occurred, however some preventive actions were taken like alluminum scaffold tower was procured which improved the ability to work at height safely without taking any safety risk, E-Wax plant Reactor hot thermic fluid line Double isolation valve provision done to make vessel entry safe, LOTO box was procured and installed to enhance electrical safety, floor plans with evacuation routes were installed in all other plants to improve safety and evacuation in case of emergency and unwanted cables were removed from areas in the plants to reduce risk.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

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

Key stakeholders as considered by your Company are those who are either significantly impacted by your Company's operations or those who can significantly impact your Company's operations and activities. Your Company understands stakeholders' expectation through regular engagement with them. Your Company periodically reviews these expectations internally and deploys them in developing strategies, plans & business activities. Your Company also undertakes surveys to engage with and obtain stakeholder feedback from time to time. Over the years, your Company has engaged with the following major stakeholder groups that influence or are influenced by your Company's activities: (i) Government; (ii) Industry and Trade Associations; (iii) Business Partners & Vendors; (iv) Customers; (v) Investors & Shareholders; (vi) Regulatory Bodies; (vii) Employees; (viii) Media and (ix) Community/NGOs. Your Company engages with them through multiple channels such as formal meetings, customer helplines, industry forums, dealer/distributor/KSK conventions, surveys amongst others. This engagement allows your Company to gain valuable insights into stakeholder concerns and receive constructive feedback, which in turn helps to enhance its business strategy and plans for the future.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government & Regulatory Bodies	No	Seminars, Conferences, Events, Written Communication, Stock Exchange filings	Need basis	Regulatory Compliance
Industry and Trade Associations	No	Memberships and Associations, Emails, Meetings, Events, Seminars, Conferences	Need basis	Industry concerns
Business Partners and Vendors	No	Emails, Meetings	Need basis	Agreements, Relationship Management
Customers	No	Emails, Meetings	Need basis	Customer Service
Investors and Shareholders	No	Annual Reports, Investor Presentations, Quarterly Results, Company Website, Stock Exchange filings, Annual General Meetings	Annually/Quarterly/ Need basis	Corporate Governance, Transparency
Employees	No	Training Programs, Internal Communication, Newsletters	Quarterly/Need basis	Training and Development, Employee Awareness
Community/NGOs	No	Emails, Meetings	Need basis	Engagement to understand concerns and requirement for CSR initiatives

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. employees workers covered (B)	% (B/A)	Total (C)	No. employees workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	584	584	100	557	557	100
Other than permanent	NA	NA	NA	NA	NA	NA
Total Employees	584	584	100	557	557	100
WORKERS						
Permanent	23	23	100	27	27	100
Other than permanent	482	482	100	397	397	100
Total Employees	505	505	100	424	424	100

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent	584	NA	NA	584	100	557	NA	NA	557	100
Male	536	NA	NA	536	100	509	NA	NA	509	100
Female	48	NA	NA	48	100	48	NA	NA	48	100
Other than permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
WORKERS										
Permanent	23	NA	NA	23	100	27	NA	NA	27	100
Male	23	NA	NA	23	100	27	NA	NA	27	100
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent	482	NA	NA	482	100	397	NA	NA	397	100
Male	482	NA	NA	482	100	396	NA	NA	396	100
Female	0	NA	NA	0	100	1	0	0	1	0

3. Details of remuneration/salary/wages

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)*	3	12,957,061	0	0
Key Managerial Personnel	5	10,809,338	0	0
Employees other than BoD and KMP	536	838,174	48	917,583
Workers	23	847,830	0	NA

*Includes Executive Directors only

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	6.98	7.10

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

Yes

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

A quarterly status report is shared with the Audit Committee regarding any complaints filed by any Whistle Blower or any complaints/grievances reported under POSH Act.

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

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

Your Company has framed a Whistle-Blower Policy wherein the employees are free to report any improper activity resulting in violations of laws, rules, regulations or code of conduct by any of the employees, including leakage/ misuse of unpublished price sensitive information in violation of the Company's Insider Trading Code, to the Managing Director or Chairman of the Audit Committee, as the case may be. Any complaint received would be reviewed by the Managing Director or Chairman of the Audit Committee. The policy provides that the confidentiality of those reporting violations shall be maintained and they shall not be subjected to any discriminatory practice. No employee has been denied access to the Audit Committee at any point in time. The Whistle-Blower policy is hosted on the website of the Company.

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

Yes

10. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0
Forced/involuntary labour	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others – please specify	0

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

No significant risks or concerns were identified. Therefore, no corrective actions were taken this financial year.

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 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A) (MJ)	0	0
Total fuel consumption (B) (MJ)	0	0
Energy consumption through other sources (C)	2,902,392.90	2,668,545.64
Total energy consumed from renewable sources (A+B+C) (MJ)	2,902,392.90	2,668,545.64
From non-renewable sources		
Total electricity consumption (D) (MJ)	13,888,298.23	13,543,303.74
Total fuel consumption (E) (MJ)	40,571,288.42	41,518,246.53
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F) (MJ)	54,459,586.65	55,061,550.27
Total energy consumed (A+B+C+D+E+F) (MJ)	57,361,979.55	57,730,095.91
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.001504	0.001543
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.000364	0.000374
Energy intensity in terms of physical output	152.20	160.34
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.

No independent assessment/evaluation/assurance was carried out by an external agency.

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

Not applicable

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	380	1,176
(ii) Groundwater	9,936	18,380
(iii) Third party water	27,582	39,107
(iv) Seawater/desalinated water	0	0
(v) Others – MIDC Water	10102	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	48,000	58,663
Total volume of water consumption (in kilolitres)	47,092	58,663
Water intensity per rupee of turnover (Total water consumption/Revenue from Operations)	0.000001	0.000002
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	0.00000030	0.00000038
Water intensity in terms of physical output	0.12	0.16
Water 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.

No independent assessment/evaluation/assurance was carried out by an external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
– No treatment	0	0
– With treatment-please specify level of treatment	0	0
(ii) To Groundwater		
– No treatment	0	0
– With treatment-please specify level of treatment	0	0
(iii) To Seawater		
– No treatment	0	0
– With treatment-please specify level of treatment	0	0
(iv) Sent to third-parties		
– No treatment	0	0
– With treatment-please specify level of treatment	2,168	1,406
(v) Others		
– No treatment	0	0
– With treatment-please specify level of treatment	1,593	4,132
Total water discharges (in kilolitres)	3,761	5,538

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

No independent assessment/evaluation/assurance was carried out by an external agency.

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

Yes, Sewage Water Treatment & Oil Water Separator mechanism has been implemented. Your Company also has a Effluent Treatment Plant installed for treatment of effluent discharge.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
Nox	mg/Nm ³	40.00	0.55
Sox	Kg/Day	8.18	35.09
	mg/Nm ³	82.90	45.92
Particulate matter (PM)	mg/Nm ³	223.14	89.68
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

No independent assessment/evaluation/assurance was carried out by an external agency.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	3,532.12	3,270.41
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	5,982.68	5,759.99
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)		0.000000249	0.000000241
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)		0.000000060	0.000000059
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.03	0.03
Total Scope 1 and Scope 2 emission 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.

No independent assessment/evaluation/assurance was carried out by an external agency.

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

Yes, your Company has installed roof top Solar Energy Panels of 210 KW capacity in addition to the existing 310 KW, replaced conventional lights with LED lights, installed water meter at usage locations to monitor and control the water consumption, usage of LDO to SPDU and Lube Thermopac for controlling air emissions within limits and ontime monitoring of air emissions (DG set, Boiler/thermopac) by getting tested through approved laboratories as per applicable laws. Your Company has proposed for multifuel boiler with improved efficiency up to 80%, STP plant to enable your Company to reuse water up to 20KL per day and addition of 150-200KWp roof top solar system on new finish good storage shed.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	105.61	37.56
E-waste (B)	0.18	0.33
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0.34	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)		
(i) Spent earth	130.45	228.60
(ii) ETP Sludge	0.98	1.60
(iii) Oil soaked cotton waste	0.72	1.89
(iv) Spent clay containing oil	113.55	116.67
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
(i) MS Scrap	182.65	148.50
(ii) Paper waste	154.66	136.26

Parameter	FY 2024-25	FY 2023-24
(iii) Wooden Scrap	113.71	85.65
(iv) Contaminated cotton cartoon	0	0.00
(v) Spent Oil	34.51	36.86
(vi) Contaminated Oil Drums	0	94.39
Total (A + B + C + D + E + F + G + H)	837.36	888.31
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.000000022	0.000000024
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.000000005	0.000000006
Waste intensity in terms of physical output	0.002	0.002
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
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	34.79	464.89
(ii) Re-used	27.65	27.99
(iii) Other recovery operations	0	0
Total	62.44	492.88
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.12	65.97
(ii) Landfilling	110.54	174.66
(iii) Other disposal operations	0	0
Total	110.66	240.63

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

No independent assessment/evaluation/assurance was carried out by an external agency.

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.

Your Company's waste management process includes several practices such as disposal of hazardous waste (ETP sludge/oil soaked filters/chindis/oil contaminated drums/spent earth/E-waste etc.) to government approved recycler facilities. Spent earth is reused as an alternative fuel in Boiler. Non hazardous wastes are disposed to vendors for recycling/reused processes and general & kitchen (food) wastes are disposed to municipality authority/facility. Further, no hazardous and toxic chemicals are used in the operations. Your Company has also developed process for manufacturing of lube-ester without using solvents.

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

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 entity based on applicable laws, in the current financial year:

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

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

Yes, all applicable environmental law/regulations/guidelines of the Government are complied with.

S. No	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/pealties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not applicable				

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.
Your Company is affiliated with twelve 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 entity is a member of/affiliated to.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	Indian Transformer Manufacturers' Association (ITMA)	National
2	Indian Electrical and Electronics Manufacturers' Association (IEEMA)	National
3	Federation of Indian Export Organisations	National
4	Chemicals Export Promotion Council	National
5	IMC Chamber of Commerce and Industry	National
6	Confederation of Indian Industry (CII)	National
7	Manufacturers of Petroleum Specialities Associations (MOPSA)	National
8	Bombay Chamber of Commerce and Industry (BCCI)	State
9	Electrical Research and Development Association (ERDA)	State
10	Dadra Nagar Haveli Industrial Association	State
11	Silvassa Industrial Association	State
12	Mahad Manufacturers' Association	State

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

Name of authority	Brief of the case	Corrective action taken
No such action taken/underway.		

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT
Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not applicable					

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

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.

The Company interacts with local community to understand their concerns and acts upon them accordingly to ensure that the issues raised are resolved.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	3	2
Sourced directly from within the district and neighbouring districts	16	13

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

	FY 2024-25	FY 2023-24
Rural	30.58	29.19
Semi-urban	0	0
Urban	11.15	12.43
Metropolitan	58.28	58.38

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.

Your Company has a dedicated customer care number 022-22818042 and email id (customersupport@savita.com) on every consumer pack for customers to register queries/complaints/grievances and provide feedback. Upon receipt of queries/complaints/grievances it is addressed and resolved in a timebound manner. Customer feedback are also taken note of and actions are taken if needed.

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	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

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

Your Company is committed towards establishing and improving cyber security preparedness and minimizing exposure to associated risks. Your Company follows a multi-pronged approach to mitigate the cyber risks i.e., sensitizing end user on cyber threats through tips and trainings, adopting technologies and tools for detection and response to threats and setting up policies for overall cyber security.

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.

There were no such actions taken by any regulatory authorities which required corrective actions to be taken against.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

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

Nil

c. Impact, if any, of the data breaches

Not Applicable